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**Television
Employee
Compensation
and Fringe
Benefits
Report**



NATIONAL ASSOCIATION
OF BROADCASTERS

A6635-9

1983
TELEVISION
EMPLOYEE COMPENSATION
AND
FRINGE BENEFITS REPORT



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*Additional copies of the 1983 Television Employee Compensation and Fringe Benefits Report
are available through NAB Services, 1771 N Street, N.W., Washington, D.C. 20036.
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National Association of Broadcasters

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Introduction

This report contains statistical information on gross annual earnings of selected job classifications, average station employment, rate of employee turnover, methods of compensating sales personnel, and fringe benefit statistics. Its primary purpose is to provide station management with information on earnings and fringe benefit levels necessary to attract and retain quality personnel.

The information displayed in this report is based on questionnaires mailed to all commercial television stations, requesting estimated annual compensation data for 1983. The questionnaires were completed by responding stations in September/October, 1983. At the time of the survey there were approximately 870 commercial television stations in operation. Usable returns were received from 288 stations, representing a 33.1% response from the industry.

The statistical data used for this report was computer processed by the Broadcast Management Department which is solely responsible for the selection and computation of financial yardsticks shown in the tables.

Employee Compensation and Fringe Benefits Report

Compensation

The wage and salary statistical data are displayed as follows: affiliate stations with 8 market size groupings and independent stations with 4 market size groupings.

Table 1 combines all reported compensation into a nationwide salary for each job surveyed. While useful for tracking purposes, the nationwide data is too broad to be applied as a yardstick for individual stations. Gross compensation for each job has been computed as a median and an average, so that management can use the measuring yardstick most familiar to them. Statistically, in this type of survey, averages will tend to be greater than medians as averages are influenced by skews at the top of the pay scale.

The first column is a composite of all the average annual wages and salaries reported for each job title. The second and third columns are a composite of the lowest and highest wage for each support staff position, the fourth column is the average number of employees for each classification.

The 47 selected job classifications included in this report are separated into three categories: support staff, sales personnel, and department heads. The gross annual compensation figures include any fees, commissions or overtime paid in 1983. Job titles were displayed only when there was sufficient response.

Each table also contains information on total station employment, shown by the average number of full-time and part-time employees by department; methods of compensating sales personnel, percent of stations using each method; and the rate of employee turnover, displaying the average, median, low and high percent of turnover of support staff and department heads.

Detailed Compensation Plans for Sales Personnel

Actual methods used by stations to compensate sales personnel in each market grouping.

Fringe Benefit

The statistical data is grouped into five employment size tables with Table 16 combining all reported data into a nationwide table. Each table includes information on holidays, sick leave, vacation, bonuses and a breakout of selected benefits showing the percent of stations contributing to each benefit.

Survey Methodology

Market Size Classification Scheme

The American Research Bureau's ranking of television markets by the number of TV households in the Area of Dominant Influence (ADI), as reported in the Arbitron Television 1982-1983 Television Markets and Rankings Guide, was used as the basis of measurement for all recognized television markets. The parameters of market groupings used in this report are based primarily on an arbitrary but systematic grouping of stations sufficient to provide valid operating statistics.

Statistical Data

A. Average — The dollar averages shown in this report are unweighted arithmetic means. The average gross annual compensation in the composite annual compensation column is actually an average computed from the average annual compensation for each position as reported by participating stations.

B. Median — The median or typical figure is the midpoint ($\frac{n+1}{2}$) after ranking the data numerically for each position in each market size. Thus, 50 percent of the stations which are above, or equal to, and 50 percent of the stations have figures which are below, or equal to, the "median" figures in the table. The middle 50% (interquartile) range of each ranking has been replaced in this report by data showing the lowest and highest compensation paid to each classification.

Station Employment Data

The total station employment figures cover all employees, including those not surveyed. They show average full-time and part-time employment for 1983. Part-timers are defined as employees regularly working less than 30 hours a week.

Table 1 — All Stations, Nationwide

Job Title	Annual Compensation		Lowest Annual Compensation		Highest Annual Compensation		Full-time Employees
	Median	Average	Median	Average	Median	Average	Average
Support Staff							
Operator Technician	16,300	17,900	12,900	14,000	19,000	20,800	12
Maintenance Technician	20,900	21,900	18,700	19,300	23,700	24,200	5
Assistant Chief Engineer	27,000	28,200	29,300	30,200	33,500	34,400	1
Technical Director	16,300	18,700	14,500	16,900	18,700	20,800	4
Floor Person	11,800	14,100	10,100	11,900	14,600	15,800	6
Floor Director	17,000	17,600	16,000	17,100	19,000	20,000	3
Film/Tape Editor	14,200	16,200	15,000	17,000	19,800	21,200	3
Film/Tape Librarian	13,700	14,500	14,700	16,500	18,000	19,800	1
News Anchor	30,000	42,300	25,000	33,900	39,300	61,100	3
Weekend Anchor	21,500	26,300	24,000	28,700	28,900	33,700	1
Film Critic	38,000	38,000					1
News Reporter	16,600	20,000	13,800	16,300	20,100	25,600	7
News Photographer	16,000	17,600	13,200	14,500	19,400	20,800	8
Sportscaster	24,500	32,400	20,800	25,900	32,000	42,000	1
Weekend Sportscaster	19,000	22,000					1
Weathercaster	25,000	31,900	18,500	24,000	35,800	37,200	1
Weekend Weathercaster	18,000	21,300					1
Meteorologist	31,500	36,500	21,000	24,800	38,900	52,300	1
Assignment Editor	20,700	21,500	19,700	19,400	29,400	28,400	1
Staff Announcer	22,000	23,600	21,200	22,100	26,700	30,000	2
Production Assistant	12,800	13,800	11,000	12,100	14,400	15,600	3
Producer/Director	18,000	19,500	15,000	16,800	22,100	23,100	4
Continuity/Copywriter	13,400	14,500	11,900	12,800	15,400	16,600	2
Staff Artist	16,100	16,900	17,000	17,600	22,900	22,400	2
Traffic Assistant	12,200	12,500	11,000	11,200	14,600	14,400	3
Computer Operator	12,800	13,600	10,700	11,800	14,100	14,900	2
Accounting Assistant	13,600	14,200	12,000	12,100	16,700	16,900	2
Receptionist	10,500	11,500	10,200	10,100	12,000	12,000	1
Secretary	13,000	13,300	11,100	11,400	16,000	16,700	4
Sales Personnel							
Account Executive	31,000	32,600	19,500	21,100	43,300	46,800	6
General Sales Manager	60,000	61,200					
Local Sales Manager	48,600	50,500					
National Sales Manager	51,100	50,000					
Co-op Coordinator	23,500	28,200					
Department Heads							
Operations Manager	34,000	40,200					
Program Director	31,700	33,200					
Director of Eng./Chief Engineer	34,900	35,800					
News Director	34,600	37,600					
News Producer	24,000	26,300					
Film Director	18,200	19,200					
Promotion/Publicity Director	23,000	25,400					
Production Manager	24,000	26,400					
Business Manager/Controller	29,400	31,200					
Traffic Manager	18,700	19,600					
Community/Public Affairs Dir.	21,600	23,800					
Art Director	22,000	23,500					
Research Director	26,000	29,300					
Total Station Employment							
							Average Full-Time
							Average Part-Time
Total Station Employment							94
Engineering							20
Program & Production							21
News							26
Sales							13
Advertising & Promotion							3
General & Administrative							12
Rate of Employee Turnover							% of Reporting Stations
							Low
							Median
							High
							Average
Support Staff							0.0
Dept. Heads							0.0

Methods of Compensating Sales Personnel	Account Executive	General Sales Mgr.	Local Sales Mgr.	National Sales Mgr.	Co-op Coordinator
Salary Only	0.7%	9.5%	6.1%	7.6%	42.0%
Salary & Bonus	2.4	34.0	28.0	34.0	19.0
Straight Commission	21.0	2.8	4.0	4.8	5.6
Guaranteed Draw Against Commission	38.0	4.0	8.6	7.6	5.6
Salary & Commission	22.0	34.0	33.0	28.0	19.0
Salary, Bonus & Commission	8.3	14.0	18.0	16.0	5.6
Straight Commission with Bonus	5.2	0.8	1.0	1.4	0.0
Other	1.4	1.2	1.0	0.7	2.8

Table 2 — Affiliate Stations, Nationwide

Job Title	Annual Compensation		Lowest Annual Compensation		Highest Annual Compensation		Full-time Employees
	Median	Average	Median	Average	Median	Average	Average
Support Staff							
Operator Technician	16,300	17,700	12,900	14,000	19,200	20,600	12
Maintenance Technician	20,700	21,600	18,800	19,300	23,400	24,000	5
Assistant Chief Engineer	26,900	28,000	29,800	30,300	33,400	34,600	1
Technical Director	15,900	17,900	13,900	16,400	18,400	20,100	4
Floor Person	11,500	14,000	10,000	11,800	14,400	15,600	6
Floor Director	16,400	17,000	15,800	16,600	19,000	19,600	3
Film/Tape Editor	13,800	16,200	16,600	18,100	21,000	22,300	3
Film/Tape Librarian	14,200	14,900	17,200	17,500	20,000	21,100	1
News Anchor	30,100	42,100	25,000	32,900	40,000	61,200	3
Weekend Anchor	21,200	26,100	23,000	28,500	27,900	33,600	1
Film Critic	38,000	38,000					1
News Reporter	16,500	19,500	13,500	15,800	20,000	25,200	7
News Photographer	15,200	17,300	13,200	14,300	19,000	20,500	8
Sportscaster	24,100	32,200	20,800	26,400	32,000	42,400	1
Weekend Sportscaster	19,000	21,800					1
Weathercaster	25,900	32,400	18,500	24,000	35,800	37,200	1
Weekend Weathercaster	18,000	21,400					1
Meteorologist	31,200	36,300	21,000	24,800	38,900	52,300	1
Assignment Editor	20,500	21,300	19,700	19,200	29,000	27,800	1
Staff Announcer	22,000	23,000	21,700	22,200	24,800	29,500	2
Production Assistant	12,700	13,900	11,000	12,200	14,400	15,800	3
Producer/Director	17,800	19,100	14,900	16,200	21,700	22,700	5
Continuity/Copywriter	13,100	14,000	11,800	12,600	14,900	16,300	2
Staff Artist	16,000	16,600	17,000	17,800	22,800	22,200	2
Traffic Assistant	12,200	12,500	10,900	11,200	14,400	14,300	3
Computer Operator	12,700	13,600	10,500	11,400	14,000	14,700	2
Accounting Assistant	13,600	14,400	12,000	12,100	16,400	16,900	2
Receptionist	10,700	11,600	10,200	10,200	12,000	12,100	1
Secretary	13,000	13,300	11,100	11,500	16,000	16,500	4
Sales Personnel							
Account Executive	31,000	32,400	19,500	21,300	43,000	45,800	6
General Sales Manager	59,100	59,700					
Local Sales Manager	48,000	49,800					
National Sales Manager	50,800	49,300					
Co-op Coordinator	23,000	28,400					
Department Heads							
Operations Manager	34,000	40,900					
Program Director	31,300	32,500					
Director of Eng./Chief Engineer	33,200	35,000					
News Director	35,000	37,700					
News Producer	24,000	26,100					
Film Director	18,400	19,000					
Promotion/Publicity Director	22,500	24,800					
Production Manager	24,000	26,400					
Business Manager/Controller	29,400	31,200					
Traffic Manager	18,500	19,400					
Community/Public Affairs Dir.	21,900	23,800					
Art Director	21,600	23,100					
Research Director	25,700	28,100					
Total Station Employment							
Total Station Employment							98
Engineering							19
Program & Production							22
News							30
Sales							13
Advertising & Promotion							3
General & Administrative							11
Rate of Employee Turnover							
				% of Reporting Stations			
				Low	Median	High	Average
Support Staff				0.0	11.0	20.0	13.0
Dept. Heads				0.0	11.0	20.0	15.0
Methods of Compensating Sales Personnel							
Salary Only	Account Executive	8.0%	General Sales Mgr.	8.0%	Local Sales Mgr.	4.8%	7.3%
Salary & Bonus	2.9		35.0		28.0		32.0
Straight Commission	23.0		2.4		4.8		4.8
Guaranteed Draw Against Commission	35.0		4.7		10.0		8.9
Salary & Commission	23.0		33.0		31.0		28.0
Salary, Bonus & Commission	10.0		15.0		19.0		17.0
Straight Commission with Bonus	4.6		0.9		1.2		0.8
Other	1.2		0.9		0.6		0.8

Table 3 — Affiliate Stations, ADI 1 - 10

Job Title	Annual Compensation		Lowest Annual Compensation		Highest Annual Compensation		Full-time Employees
	Median	Average	Median	Average	Median	Average	Average
Support Staff							
Operator Technician	30,700	29,000	20,100	22,300	33,100	32,600	39
Maintenance Technician	33,100	32,100	31,600	28,000	34,000	34,300	11
Assistant Chief Engineer	41,200	40,900					2
Technical Director	33,100	32,100	36,100	33,700	36,100	34,200	6
Floor Person	24,000	22,400	22,900	20,800	22,900	22,300	6
Floor Director	21,200	22,700					5
Film/Tape Editor	29,900	29,500	30,000	27,800	35,200	34,900	13
Film/Tape Librarian	16,200	19,600					3
News Anchor	138,700	167,500	69,000	107,400	218,700	257,400	4
Weekend Anchor	76,000	79,400					2
Film Critic	68,000	62,800					1
News Reporter	55,100	50,000	36,200	37,500	72,000	72,500	14
News Photographer	33,400	35,900	28,800	28,300	35,100	35,100	21
Sportscaster	82,700	99,100	56,500	51,900	75,000	100,300	2
Weekend Sportscaster	53,000	48,500					1
Weathercaster	102,000	95,000					1
Weekend Weathercaster	50,000	41,300					1
Meteorologist	72,000	68,500					2
Assignment Editor	29,400	28,400	23,500	23,700	30,000	31,100	2
Staff Announcer	31,300	37,600					2
Production Assistant	14,400	16,000	14,700	16,900	16,500	17,300	4
Producer/Director	30,500	30,100	26,900	25,600	37,800	38,100	7
Staff Artist	23,200	23,500	20,800	21,100	26,100	27,200	4
Traffic Assistant	15,800	15,500	14,300	14,300	18,600	18,600	5
Computer Operator	18,900	18,800					3
Accounting Assistant	18,200	17,800	14,300	14,700	22,000	21,700	4
Receptionist	13,200	13,400					2
Secretary	16,300	15,900	12,500	13,100	21,100	20,600	11
Sales Personnel							
Account Executive	53,200	52,300	35,100	34,700	67,500	70,000	6
General Sales Manager	90,400	90,300					
Local Sales Manager	72,700	67,800					
National Sales Manager	68,900	68,300					
Department Heads							
Operations Manager	67,200	75,200					
Program Director	48,000	47,900					
Director of Eng./Chief Engineer	51,500	52,400					
News Director	76,000	76,700					
News Producer	49,100	49,700					
Film Director	24,200	31,300					
Promotion/Publicity Director	46,500	45,200					
Production Manager	38,500	38,700					
Business Manager/Controller	51,900	51,700					
Traffic Manager	30,200	31,700					
Community/Public Affairs Dir.	42,800	37,900					
Art Director	35,000	36,500					
Research Director	35,000	34,400					
Total Station Employment							Average Full-Time
Total Station Employment							246
Engineering							69
Program & Production							39
News							79
Sales							21
Advertising & Promotion							8
General & Administrative							30
Rate of Employee Turnover							% of Reporting Stations
							Low Median High Average
Support Staff							5.0 6.9 21.0 11.0
Dept. Heads							0.0 13.0 33.0 19.0
Methods of Compensating Sales Personnel							
							Account Executive General Sales Mgr. Local Sales Mgr. National Sales Mgr.
Salary Only							0.0% 0.0% 0.0% 0.0%
Salary & Bonus							7.1 43.0 33.0 36.0
Straight Commission							21.0 0.0 0.0 0.0
Guaranteed Draw Against Commission							21.0 7.1 0.0 0.0
Salary & Commission							14.0 21.0 33.0 45.0
Salary, Bonus & Commission							21.0 29.0 33.0 18.0
Straight Commission with Bonus							14.0 0.0 0.0 0.0
Other							0.0 0.0 0.0 0.0

Table 4 — Affiliate Stations, ADI 11 - 25

Job Title	Annual Compensation		Lowest Annual Compensation		Highest Annual Compensation		Full-time Employees
	Median	Average	Median	Average	Median	Average	Average
Support Staff							
Operator Technician	26,800	25,500	18,700	19,500	30,000	28,700	21
Maintenance Technician	29,600	29,200	25,600	24,900	31,700	30,700	11
Assistant Chief Engineer	36,900	37,500	34,300	31,400	38,900	37,700	2
Technical Director	27,500	27,300	26,200	25,200	30,500	29,300	9
Floor Person	23,600	23,200	17,700	18,100	26,500	26,300	9
Floor Director	23,900	22,500	24,000	22,000	24,000	23,500	4
Film/Tape Editor	22,100	21,800	21,200	21,300	27,300	26,700	4
Film/Tape Librarian	18,400	19,600					1
News Anchor	68,200	76,100	46,000	56,900	95,000	101,800	4
Weekend Anchor	37,300	38,600	34,000	33,800	42,300	41,500	2
News Reporter	30,800	32,300	23,200	24,500	40,000	43,700	11
News Photographer	25,700	25,300	17,500	19,300	31,000	30,600	16
Sportscaster	47,000	53,800	41,600	38,700	45,000	57,200	2
Weekend Sportscaster	29,000	33,500					1
Weathercaster	58,000	53,900					1
Weekend Weathercaster	28,100	29,400					1
Meteorologist	43,900	60,200					1
Assignment Editor	26,800	26,400	18,000	18,700	32,000	30,600	3
Staff Announcer	28,800	29,400					2
Production Assistant	14,200	17,500	12,000	14,500	18,500	20,100	4
Producer/Director	27,100	26,700	21,300	20,900	33,500	33,100	9
Continuity/Copywriter	20,300	21,500					3
Staff Artist	20,800	21,500	18,000	19,200	23,500	23,400	3
Traffic Assistant	13,900	15,400	11,700	11,700	16,400	16,300	4
Accounting Assistant	17,900	18,800	14,000	14,900	22,000	21,300	3
Receptionist	12,100	12,600	10,400	10,500	13,500	13,200	2
Secretary	14,700	15,300	11,700	12,900	19,600	20,200	8
Sales Personnel							
Account Executive	43,500	45,900	30,000	29,300	61,000	61,900	8
General Sales Manager	82,500	83,200					
Local Sales Manager	64,000	65,600					
National Sales Manager	57,100	57,600					
Department Heads							
Operations Manager	49,700	55,700					
Program Director	48,000	49,600					
Director of Eng./Chief Engineer	45,200	46,600					
News Director	60,000	59,200					
News Producer	34,700	34,500					
Film Director	23,700	23,900					
Promotion/Publicity Director	34,700	36,400					
Production Manager	37,000	35,700					
Business Manager/Controller	37,700	40,100					
Traffic Manager	26,000	25,700					
Community/Public Affairs Dir.	32,300	30,900					
Art Director	29,600	29,200					
Research Director	27,300	29,400					
Total Station Employment							
							Average Full-Time
							Average Part-Time
Total Station Employment							186
Engineering							40
Program & Production							42
News							60
Sales							21
Advertising & Promotion							6
General & Administrative							18
Rate of Employee Turnover							
							% of Reporting Stations
							Low
							Median
							High
							Average
Support Staff							4.7
Dept. Heads							1.1
							13.0
							21.0
							12.0
							9.1
							24.0
							19.0
Methods of Compensating Sales Personnel							
							Account Executive
							General Sales Mgr.
							Local Sales Mgr.
							National Sales Mgr.
Salary Only	0.0%	15.0%	14.0%	15.0%			
Salary & Bonus	4.8	45.0	43.0	40.0			
Straight Commission	43.0	0.0	0.0	0.0			
Guaranteed Draw Against Commission	24.0	5.0	4.8	10.0			
Salary & Commission	9.5	25.0	24.0	25.0			
Salary, Bonus & Commission	14.0	10.0	14.0	10.0			
Straight Commission with Bonus	4.8	0.0	0.0	0.0			
Other	0.0	0.0	0.0	0.0			

Table 5 — Affiliate Stations, ADI 26 - 50

Job Title	Annual Compensation		Lowest Annual Compensation		Highest Annual Compensation		Full-time Employees
	Median	Average	Median	Average	Median	Average	Average
Support Staff							
Operator Technician	17,500	18,800	13,000	13,500	21,200	21,900	14
Maintenance Technician	23,600	23,600	21,100	21,200	25,500	26,400	6
Assistant Chief Engineer	29,900	30,000					1
Technical Director	18,800	20,800	17,200	17,600	20,600	21,300	5
Floor Person	11,800	12,100	10,400	10,100	14,700	14,500	12
Floor Director	16,400	17,300	15,700	16,400	18,800	19,700	2
Film/Tape Editor	13,500	14,700	12,400	13,500	15,100	17,100	2
Film/Tape Librarian	15,300	16,200					1
News Anchor	46,000	48,000	30,600	32,800	65,000	74,400	3
Weekend Anchor	26,000	27,000	25,000	26,700	30,000	30,000	2
News Reporter	20,700	21,900	16,500	17,100	27,500	29,200	9
News Photographer	18,000	18,800	14,700	15,000	22,900	22,700	10
Sportscaster	34,900	43,000	21,600	25,200	33,000	40,600	1
Weekend Sportscaster	25,000	26,000					1
Weathercaster	32,600	37,100					1
Weekend Weathercaster	24,000	22,800					1
Meteorologist	35,000	35,800	20,200	20,400	37,900	41,300	2
Assignment Editor	22,700	23,700	18,000	17,600	26,500	27,800	2
Staff Announcer	23,300	25,400	22,000	21,700	24,400	34,900	2
Production Assistant	13,800	14,000	11,800	11,800	16,700	16,400	3
Producer/Director	21,000	21,200	16,900	17,300	25,700	25,600	5
Continuity/Copywriter	14,000	14,500	14,000	13,800	19,500	19,300	2
Staff Artist	15,800	16,700	16,000	17,100	17,600	19,700	1
Traffic Assistant	13,000	13,200	11,000	11,500	15,600	15,100	3
Computer Operator	12,400	12,700	10,500	10,700	13,400	13,800	3
Accounting Assistant	14,400	15,000	12,300	12,600	17,500	18,300	3
Receptionist	11,200	11,200	10,100	10,100	12,700	13,100	2
Secretary	13,600	13,800	11,200	11,700	16,800	16,800	6
Sales Personnel							
Account Executive	35,800	37,300	22,900	25,100	51,900	54,000	7
General Sales Manager	65,000	66,700					
Local Sales Manager	53,000	53,400					
National Sales Manager	54,000	53,400					
Co-op Coordinator	31,500	34,900					
Total Station Employment				Average Full-Time		Average Part-Time	
Total Station Employment				129		10	
Engineering				24		1	
Program & Production				28		4	
News				41		3	
Sales				16		0	
Advertising & Promotion				4		0	
General & Administrative				16		2	
Rate of Employee Turnover				% of Reporting Stations			
				Low	Median	High	Average
Support Staff				0.0	10.0	17.0	10.0
Dept. Heads				0.0	6.9	17.0	12.0
Methods of Compensating Sales Personnel		Account Executive	General Sales Mgr.	Local Sales Mgr.	National Sales Mgr.	Co-op Coordinator	
Salary Only		0.0%	2.8%	0.0%	0.0%	50.0%	
Salary & Bonus		2.7	42.0	41.0	42.0	13.0	
Straight Commission		38.0	5.6	13.0	12.0	25.0	
Guaranteed Draw Against Commission		30.0	8.3	6.3	12.0	0.0	
Salary & Commission		11.0	25.0	25.0	19.0	13.0	
Salary, Bonus & Commission		14.0	14.0	16.0	12.0	0.0	
Straight Commission with Bonus		5.4	2.8	0.0	3.8	0.0	
Other		0.0	0.0	0.0	0.0	0.0	

Table 6 — Affiliate Stations, ADI 51 - 75

Job Title	Annual Compensation		Lowest Annual Compensation		Highest Annual Compensation		Full-time Employees
	Median	Average	Median	Average	Median	Average	Average
Support Staff							
Operator Technician	17,600	17,900	13,500	14,200	20,700	21,300	11
Maintenance Technician	21,300	22,000	18,800	19,000	24,000	24,400	4
Assistant Chief Engineer	27,100	27,100					1
Technical Director	16,000	18,400	13,900	15,300	19,500	20,400	3
Floor Person	12,500	16,800	10,100	12,000	16,300	16,100	5
Floor Director	15,600	16,500	13,100	14,100	15,700	16,200	2
Film/Tape Editor	15,100	16,000	11,400	14,000	13,900	15,300	2
Film/Tape Librarian	14,600	14,400					1
News Anchor	33,500	36,100	26,500	27,900	41,300	46,900	3
Weekend Anchor	23,000	22,900	21,000	21,700	23,500	28,200	1
News Reporter	17,000	17,700	14,000	14,500	22,000	22,000	8
News Photographer	14,800	15,500	12,000	12,400	18,700	18,700	8
Sportscaster	25,000	27,700	17,000	18,600	30,200	29,600	1
Weekend Sportscaster	18,000	19,000					1
Weathercaster	29,000	32,000					1
Weekend Weathercaster	17,800	18,000					1
Meteorologist	32,500	33,400					1
Assignment Editor	20,800	21,300	17,700	17,600	25,400	23,400	1
Staff Announcer	19,900	19,400	16,000	18,200	23,400	23,400	2
Production Assistant	11,100	13,000	9,200	11,800	12,200	15,800	3
Producer/Director	18,000	18,300	15,000	15,600	22,000	21,700	4
Continuity/Copywriter	13,800	14,700	12,300	12,300	14,800	15,000	1
Staff Artist	15,600	15,700					1
Traffic Assistant	12,200	12,400	10,700	10,800	13,700	13,700	3
Computer Operator	13,300	12,300					2
Accounting Assistant	14,500	14,500	11,600	11,800	17,600	17,500	3
Receptionist	11,400	13,500	10,300	10,000	11,600	11,200	1
Secretary	13,300	13,200	10,900	11,000	15,600	16,000	4

Sales Personnel							
Account Executive	32,800	33,300	20,000	21,400	43,000	46,400	6
General Sales Manager	62,500	61,200					
Local Sales Manager	49,000	47,800					
National Sales Manager	50,000	46,600					

Total Station Employment	Average Full-Time	Average Part-Time
Total Station Employment	92	10
Engineering	16	1
Program & Production	22	6
News	29	3
Sales	13	0
Advertising & Promotion	3	0
General & Administrative	9	1

Department Heads							
Operations Manager	43,500	47,700					
Program Director	32,500	32,300					
Director of Eng./Chief Engineer	36,100	36,100					
News Director	36,200	37,500					
News Producer	22,100	22,900					
Film Director	20,000	19,600					
Promotion/Publicity Director	22,300	22,400					
Production Manager	26,300	31,500					
Business Manager/Controller	30,800	33,200					
Traffic Manager	19,000	19,300					
Community/Public Affairs Dir.	20,000	20,500					
Art Director	20,000	20,100					
Research Director	24,300	23,800					

Rate of Employee Turnover	% of Reporting Stations			
	Low	Median	High	Average
Support Staff	0.6	11.0	20.0	13.0
Dept. Heads	3.7	13.0	26.0	19.0

Methods of Compensating Sales Personnel	Account Executive	General Sales Mgr.	Local Sales Mgr.	National Sales Mgr.	Co-op Coordinator
Salary Only	0.0%	11.0%	6.3%	0.0%	40.0%
Salary & Bonus	0.0	51.0	31.0	40.0	20.0
Straight Commission	14.0	0.0	6.3	4.0	0.0
Guaranteed Draw Against Commission	50.0	8.1	13.0	20.0	20.0
Salary & Commission	26.0	19.0	31.0	20.0	0.0
Salary, Bonus & Commission	7.1	11.0	13.0	16.0	20.0
Straight Commission with Bonus	2.4	0.0	0.0	0.0	0.0
Other	0.0	0.0	0.0	0.0	0.0

Table 7 — Affiliate Stations, ADI 76 - 100

Job Title	Annual Compensation		Lowest Annual Compensation		Highest Annual Compensation		Full-time Employees
	Median	Average	Median	Average	Median	Average	Average
Support Staff							
Operator Technician	14,000	16,000	12,100	13,500	16,600	18,500	10
Maintenance Technician	18,600	20,100	15,700	16,900	20,300	21,000	4
Assistant Chief Engineer	23,500	24,000					1
Technical Director	12,600	13,600	11,800	12,100	12,300	14,600	2
Floor Person	11,100	11,200	9,600	9,300	12,100	13,600	4
Floor Director	11,300	13,300					1
Film/Tape Editor	13,700	14,400					1
Film/Tape Librarian	12,000	12,200					1
News Anchor	26,700	27,100	22,000	23,200	28,000	29,600	3
Weekend Anchor	16,700	17,500					1
News Reporter	15,800	15,900	12,800	13,200	17,800	18,300	6
News Photographer	14,000	15,500	12,000	12,800	17,000	16,600	5
Sportscaster	23,400	24,400					1
Weekend Sportscaster	15,000	15,200					1
Weathercaster	22,500	24,800					1
Weekend Weathercaster	13,500	13,600					1
Meteorologist	22,700	28,200					1
Assignment Editor	19,500	19,700					1
Staff Announcer	18,000	19,400					2
Production Assistant	12,000	13,100	10,100	10,700	12,400	12,500	3
Producer/Director	16,100	17,000	14,600	15,200	18,200	18,700	4
Continuity/Copywriter	12,100	12,800	10,400	11,000	12,500	13,700	1
Staff Artist	12,700	13,500					1
Traffic Assistant	12,000	12,600	10,900	11,100	12,400	13,000	2
Computer Operator	13,300	15,000					1
Accounting Assistant	13,300	14,800	11,100	11,700	14,700	14,800	2
Receptionist	10,400	10,400					1
Secretary	12,400	12,600	11,400	11,000	15,000	14,600	3

Sales Personnel							
Account Executive	26,900	27,200	18,000	18,300	40,500	40,600	6
General Sales Manager	48,500	48,900					
Local Sales Manager	42,000	41,700					
National Sales Manager	41,500	42,100					

Department Heads	Total Station Employment		Average Full-Time		Average Part-Time	
	Median	Average	Median	Average	Median	Average
Operations Manager	28,700	32,600				
Program Director	29,900	27,900				
Director Of Eng./Chief Engineer	32,500	31,200				
News Director	31,300	31,500				
News Producer	20,500	20,400				
Film Director	14,500	15,500				
Promotion/Publicity Director	21,800	20,700				
Production Manager	22,300	22,600				
Business Manager/Controller	25,000	25,400				
Traffic Manager	15,900	16,700				
Community/Public Affairs Dir.	18,200	19,600				
Art Director	16,200	17,900				

Total Station Employment	Average Full-Time		Average Part-Time	
	Median	Average	Median	Average
Total Station Employment	72	8		
Engineering	14	2		
Program & Production	17	3		
News	20	2		
Sales	11	0		
Advertising & Promotion	2	0		
General & Administrative	9	1		

Rate of Employee Turnover	% of Reporting Stations			
	Low	Median	High	Average
Support Staff	5.0	8.7	24.0	14.0
Dept. Heads	0.0	13.0	17.0	13.0

Methods of Compensating Sales Personnel	Account Executive	General Sales Mgr.	Local Sales Mgr.	National Sales Mgr.
Salary Only	0.0%	10.0%	5.6%	0.0%
Salary & Bonus	0.0	34.0	17.0	36.0
Straight Commission	25.0	0.0	0.0	0.0
Guaranteed Draw Against Commission	34.0	3.4	17.0	0.0
Salary & Commission	28.0	38.0	28.0	36.0
Salary, Bonus & Commission	6.3	10.0	17.0	18.0
Straight Commission with Bonus	3.1	0.0	11.0	0.0
Other	3.1	3.4	5.6	9.1

Table 8 — Affiliate Stations, ADI 101 - 125

Job Title	Annual Compensation		Lowest Annual Compensation		Highest Annual Compensation		Full-time Employees
	Median	Average	Median	Average	Median	Average	Average
Support Staff							
Operator Technician	14,400	14,300	11,200	11,900	16,100	16,300	6
Maintenance Technician	17,700	18,400	15,800	16,100	20,800	20,400	3
Assistant Chief Engineer	23,000	22,700					1
Technical Director	13,600	14,100	9,900	11,000	15,100	15,800	3
Floor Person	10,000	10,500	8,300	8,700	12,200	11,500	4
Floor Director	15,700	14,800					2
Film/Tape Editor	11,600	11,400					1
Film/Tape Librarian	11,400	12,800					1
News Anchor	23,000	28,500	19,100	20,900	29,100	31,600	2
Weekend Anchor	16,200	17,000					1
News Reporter	14,500	14,200	11,700	11,900	17,600	18,000	6
News Photographer	12,600	13,000	10,400	10,300	15,300	16,100	4
Sportscaster	18,500	20,300	14,500	16,000	23,400	23,800	1
Weekend Sportscaster	14,200	14,700					1
Weathercaster	19,200	21,100					1
Weekend Weathercaster	15,100	13,600					1
Meteorologist	14,700	18,400					1
Assignment Editor	16,700	18,500					1
Staff Announcer	12,900	14,200					2
Production Assistant	11,900	13,200					3
Producer/Director	16,400	15,200	12,000	12,200	18,200	17,300	3
Continuity/Copywriter	12,400	12,800	10,700	10,400	14,000	13,900	1
Staff Artist	15,200	14,800					1
Traffic Assistant	10,900	11,200	10,400	10,100	11,300	12,200	2
Computer Operator	12,800	13,300					2
Accounting Assistant	12,700	12,800	10,500	10,800	12,600	13,600	2
Receptionist	9,100	9,800					1
Secretary	12,600	12,500	10,700	10,800	15,100	15,000	3
Sales Personnel							
Account Executive	29,800	29,700	16,500	18,600	38,000	42,200	6
General Sales Manager	51,400	54,000					
Local Sales Manager	42,500	43,100					
National Sales Manager	42,000	39,500					
Co-Op Coordinator	20,700	25,700					
Department Heads							
Operations Manager	26,900	37,100					
Program Director	26,000	27,200					
Director Of Eng./Chief Engineer	30,000	29,400					
News Director	31,200	30,300					
News Producer	18,000	19,500					
Film Director	16,100	16,200					
Promotion/Publicity Director	17,000	18,000					
Production Manager	21,900	21,800					
Business Manager/Controller	24,400	26,400					
Traffic Manager	14,000	15,000					
Community/Public Affairs Dir.	17,700	17,600					
Art Director	17,400	17,300					
Total Station Employment				Average Full-Time		Average Part-Time	
Total Station Employment				66		7	
Engineering				10		1	
Program & Production				16		4	
News				18		2	
Sales				11		0	
Advertising & Promotion				2		0	
General & Administrative				8		1	
Rate of Employee Turnover				% of Reporting Stations			
				Low	Median	High	Average
Support Staff				0.3	15.0	27.0	17.0
Dept. Heads				0.0	0.0	13.0	10.0
Methods of Compensating Sales Personnel							
	Account Executive	General Sales Mgr.	Local Sales Mgr.	National Sales Mgr.	Co-op Coordinator		
Salary Only	5.7%	6.9%	5.0%	0.0%	20.0%		
Salary & Bonus	0.0	17.0	20.0	8.3	40.0		
Straight Commission	14.0	0.0	0.0	8.3	0.0		
Guaranteed Draw Against Commission	34.0	0.0	5.0	0.0	0.0		
Salary & Commission	29.0	48.0	45.0	33.0	20.0		
Salary, Bonus & Commission	11.0	21.0	25.0	50.0	20.0		
Straight Commission with Bonus	0.0	3.4	0.0	0.0	0.0		
Other	5.7	3.4	0.0	0.0	0.0		

Table 9 — Affiliate Stations, ADI 126 - 150

Job Title	Annual Compensation		Lowest Annual Compensation		Highest Annual Compensation		Full-time Employees	
	Median	Average	Median	Average	Median	Average	Average	
Support Staff								
Operator Technician	15,000	14,600	10,700	11,600	17,000	16,900	5	
Maintenance Technician	17,400	18,000	16,700	17,200	21,000	21,500	4	
Assistant Chief Engineer	22,200	22,400					1	
Technical Director	14,000	13,900	11,300	12,300	17,200	16,200	4	
Floor Person	9,100	9,800	8,000	7,900	9,600	9,900	2	
Floor Director	15,400	14,700					2	
Film/Tape Editor	11,400	12,100					1	
News Anchor	19,400	19,500	15,600	15,900	24,000	22,000	2	
Weekend Anchor	14,700	15,100					1	
News Reporter	13,100	13,200	12,000	11,600	14,400	15,600	5	
News Photographer	12,200	12,400	11,000	11,000	14,700	14,800	3	
Sportscaster	17,200	18,100					1	
Weekend Sportscaster	12,600	13,700					1	
Weathercaster	19,200	19,500					1	
Weekend Weathercaster	12,500	12,400					1	
Meteorologist	17,500	17,200					1	
Assignment Editor	16,500	16,800					1	
Production Assistant	12,500	13,900	9,400	9,300	12,400	11,900	3	
Producer/Director	13,600	14,900	12,000	12,100	15,100	14,900	3	
Continuity/Copywriter	12,900	12,700	10,700	11,100	14,000	13,400	2	
Staff Artist	15,200	14,700					1	
Traffic Assistant	11,200	11,500	9,800	9,800	11,400	11,700	2	
Computer Operator	12,500	12,600					1	
Accounting Assistant	12,100	11,800	10,700	10,100	15,000	14,000	2	
Receptionist	10,100	10,200					1	
Secretary	12,300	13,100	10,400	10,400	14,500	15,100	2	
Sales Personnel								
Account Executive	22,100	23,800	15,000	16,300	29,600	34,900	5	
General Sales Manager	45,000	45,300						
Local Sales Manager	37,800	40,600						
National Sales Manager	26,000	32,700						
Department Heads								
Operations Manager	26,000	26,000						
Program Director	21,800	24,000						
Director Of Eng./Chief Engineer	28,000	28,900						
News Director	27,500	27,100						
News Producer	15,000	17,600						
Film Director	15,000	16,200						
Promotion/Publicity Director	18,400	17,300						
Production Manager	20,000	19,800						
Business Manager/Controller	25,000	26,000						
Traffic Manager	15,000	15,500						
Community/Public Affairs Dir.	16,000	23,000						
Total Station Employment					Average Full-Time	Average Part-Time		
Total Station Employment					57	8		
Engineering					10	1		
Program & Production					14	3		
News					16	2		
Sales					9	0		
Advertising & Promotion					1	0		
General & Administrative					7	2		
Rate of Employee Turnover					% of Reporting Stations			
					Low	Median	High	Average
Support Staff					0.0	10.0	16.0	10.0
Dept. Heads					7.9	13.0	21.0	16.0
Methods of Compensating Sales Personnel		Account Executive	General Sales Mgr.	Local Sales Mgr.	National Sales Mgr.			
Salary Only		0.0%	4.3%	7.1%	30.0%			
Salary & Bonus		7.7	26.0	7.1	20.0			
Straight Commission		19.0	8.7	14.0	10.0			
Guaranteed Draw Against Commission		19.0	0.0	7.1	0.0			
Salary & Commission		42.0	43.0	29.0	30.0			
Salary, Bonus & Commission		12.0	17.0	36.0	10.0			
Straight Commission with Bonus		0.0	0.0	0.0	0.0			
Other		0.0	0.0	0.0	0.0			

Table 10 — Affiliate Stations, ADI 151 and Over

Job Title	Annual Compensation		Lowest Annual Compensation		Highest Annual Compensation		Full-time Employees
	Median	Average	Median	Average	Median	Average	Average
Support Staff							
Operator Technician	11,500	13,100	10,000	10,500	14,800	15,200	5
Maintenance Technician	16,300	16,400	14,900	14,600	17,900	17,900	3
Assistant Chief Engineer	20,400	20,800					1
Technical Director	12,200	13,100	11,200	11,500	15,000	14,700	3
Floor Person	8,200	8,200					2
Floor Director	11,700	12,000					2
Film/Tape Editor	10,600	11,000					1
Film/Tape Librarian	9,400	10,200					1
News Anchor	15,900	17,900	14,600	16,000	18,200	20,500	2
Weekend Anchor	15,600	15,800					1
News Reporter	13,100	13,400	10,800	11,500	15,100	15,200	5
News Photographer	11,400	12,600	11,100	11,400	13,000	14,200	2
Sportscaster	16,400	16,300					1
Weekend Sportscaster	14,000	12,900					1
Weathercaster	14,000	15,300					1
Meteorologist	20,000	19,100					1
Assignment Editor	15,600	15,800					1
Staff Announcer	12,900	14,400					1
Production Assistant	11,100	11,800	10,300	10,500	13,600	13,300	2
Producer/Director	13,000	13,800	11,000	12,400	13,400	14,500	2
Continuity/Copywriter	12,100	12,800	11,900	12,700	15,700	16,800	2
Staff Artist	13,500	14,400					1
Traffic Assistant	10,300	10,700	9,800	10,200	13,100	12,600	1
Computer Operator	12,100	12,400					1
Accounting Assistant	11,800	12,200	11,200	11,500	12,800	13,800	1
Receptionist	9,900	12,700					1
Secretary	12,000	11,700					2
Sales Personnel							
Account Executive	21,200	22,500	15,000	16,100	34,000	32,800	4
General Sales Manager	40,000	38,700					
Local Sales Manager	35,400	37,300					
National Sales Manager	36,400	34,300					
Department Heads							
Operations Manager	26,000	28,900					
Program Director	21,000	19,800					
Director Of Eng./Chief Engineer	27,600	27,700					
News Director	23,400	23,600					
News Producer	16,100	18,200					
Film Director	10,600	10,000					
Promotion/Publicity Director	15,500	16,000					
Production Manager	17,200	18,800					
Business Manager/Controller	20,000	21,000					
Traffic Manager	13,000	13,600					
Community/Public Affairs Dir.	17,000	18,500					
Art Director	12,800	13,700					
Total Station Employment							
Total Station Employment						Average Full-Time	Average Part-Time
Engineering						45	6
Program & Production						7	1
News						14	3
Sales						11	1
Advertising & Promotion						7	0
General & Administrative						1	0
						5	1
Rate of Employee Turnover							
Rate of Employee Turnover				% of Reporting Stations			
				Low	Median	High	Average
Support Staff				4.7	13.0	21.0	12.0
Dept. Heads				1.1	9.1	24.0	19.0
Methods of Compensating Sales Personnel	Account Executive	General Sales Mgr.	Local Sales Mgr.	National Sales Mgr.			
Salary Only	0.0%	13.0%	0.0%	33.0%			
Salary & Bonus	5.9	21.0	12.0	0.0			
Straight Commission	15.0	4.2	0.0	0.0			
Guaranteed Draw Against Commission	47.0	4.2	29.0	11.0			
Salary & Commission	18.0	46.0	41.0	44.0			
Salary, Bonus & Commission	2.9	13.0	18.0	11.0			
Straight Commission with Bonus	12.0	0.0	0.0	0.0			
Other	0.0	0.0	0.0	0.0			

Table 11 — Independent Stations, Nationwide

Job Title	Annual Compensation		Lowest Annual Compensation		Highest Annual Compensation		Full-time Employees
	Median	Average	Median	Average	Median	Average	Average
Support Staff							
Operator Technician	16,500	18,700	13,300	14,500	18,800	22,600	16
Maintenance Technician	21,200	23,700	18,900	20,100	24,200	25,300	4
Assistant Chief Engineer	30,000	29,500					1
Technical Director	21,800	23,000	20,000	20,100	23,700	25,100	4
Floor Person	16,000	16,300	12,300	13,500	19,900	19,600	3
Floor Director	22,800	21,900					3
Film/Tape Editor	14,700	16,000	12,900	14,200	16,300	18,500	3
Film/Tape Librarian	12,200	13,000					1
News Anchor	28,500	45,900	29,000	48,700	32,500	58,800	2
Weekend Anchor	27,200	36,500					1
News Reporter	23,900	26,700	19,300	22,900	25,200	31,500	4
News Photographer	19,000	21,900	17,000	17,400	23,800	25,700	5
Sportscaster	27,500	37,200					1
Weathercaster	22,600	23,500					1
Assignment Editor	26,000	25,600					2
Staff Announcer	22,800	26,300					2
Production Assistant	13,000	13,400	10,900	11,600	14,800	14,900	3
Producer/Director	21,300	21,800	22,000	21,600	25,500	26,500	3
Continuity/Copywriter	16,400	17,800					1
Staff Artist	18,000	19,000	15,000	16,800	24,700	23,400	2
Traffic Assistant	12,200	12,400	11,000	11,100	16,000	15,000	3
Computer Operator	13,200	13,700					1
Accounting Assistant	14,000	13,300	12,000	12,000	18,000	17,200	3
Receptionist	10,400	10,900					1
Secretary	13,800	13,500	11,400	11,400	17,400	17,600	5

Sales Personnel							
Account Executive	30,000	34,400	19,000	20,100	59,000	52,600	7
General Sales Manager	73,000	69,500					
Local Sales Manager	56,000	54,900					
National Sales Manager	54,000	55,100					
Co-op Coordinator	24,000	27,700					

Department Heads			Total Station Employment		Average Full-Time	Average Part-Time
Operations Manager	33,000	37,700	Total Station Employment		73	9
Program Director	38,700	37,900	Engineering		20	2
Director of Eng./Chief Engineer	37,000	39,700	Program & Production		17	3
News Director	30,000	36,500	News		7	1
News Producer	27,000	29,700	Sales		13	0
Film Director	17,200	19,700	Advertising & Promotion		3	0
Promotion/Publicity Director	25,500	28,200	General & Administrative		13	2
Production Manager	25,100	26,800				
Business Manager/Controller	27,800	31,300				
Traffic Manager	20,200	20,600				
Community/Public Affairs Dir.	20,800	23,800				
Art Director	26,300	25,800				
Research Director	33,800	33,600				

Rate of Employee Turnover	% of Reporting Stations			
	Low	Median	High	Average
Support Staff	0.0	9.2	24.0	16.0
Dept. Heads	0.0	14.0	33.0	19.0

Methods of Compensating Sales Personnel	Account Executive	General Sales Mgr.	Local Sales Mgr.	National Sales Mgr.	Co-op Coordinator
Salary Only	0.0%	17.0%	13.0%	9.5%	20.0%
Salary & Bonus	0.0	27.0	29.0	43.0	40.0
Straight Commission	15.0	4.9	0.0	4.8	0.0
Guaranteed Draw Against Commission	55.0	0.0	0.0	0.0	0.0
Salary & Commission	19.0	37.0	42.0	29.0	40.0
Salary, Bonus & Commission	0.0	12.0	13.0	9.5	0.0
Straight Commission with Bonus	8.5	0.0	0.0	4.8	0.0
Other	2.1	2.4	3.2	0.0	0.0

Table 12 — Independent Stations, ADI 1 - 10

Job Title	Annual Compensation		Lowest Annual Compensation		Highest Annual Compensation		Full-time Employees
	Median	Average	Median	Average	Median	Average	Average
Support Staff							
Operator Technician	26,700	27,000	20,900	19,800	34,200	32,500	30
Maintenance Technician	31,000	31,400					8
Assistant Chief Engineer	33,800	38,000					1
Technical Director	31,300	28,600					6
Floor Director	27,000	27,400					3
Film/Tape Editor	22,400	22,600	19,000	18,900	24,000	26,000	5
Film/Tape Librarian	12,500	14,900					1
News Anchor	95,200	83,400					2
News Reporter	39,600	39,100					5
News Photographer	31,700	28,300					6
Sportscaster	60,000	53,400					1
Assignment Editor	26,000	27,100					2
Staff Announcer	35,000	34,300					2
Production Assistant	13,200	13,900	12,000	12,300	15,600	16,400	3
Producer/Director	28,900	29,600	27,400	27,200	32,200	31,800	4
Continuity/Copywriter	18,000	20,400					1
Staff Artist	21,500	22,100					2
Traffic Assistant	13,500	14,900	11,300	11,600	16,700	16,300	4
Accounting Assistant	15,000	14,900	12,200	12,600	18,000	17,700	3
Receptionist	11,400	12,900					1
Secretary	15,000	15,300	12,600	13,100	21,300	20,600	7
Sales Personnel							
Account Executive	53,500	52,000	29,000	28,300	67,500	72,800	9
General Sales Manager	85,000	92,000					
Local Sales Manager	70,000	71,600					
National Sales Manager	60,200	69,900					
Department Heads							
Operations Manager	41,600	41,700					
Program Director	55,000	53,500					
Director Of Eng./Chief Engineer	51,000	50,300					
News Director	56,500	48,800					
Film Director	27,100	29,800					
Promotion/Publicity Director	38,000	40,200					
Production Manager	38,000	41,100					
Business Manager/Controller	37,700	41,800					
Traffic Manager	28,200	26,500					
Community/Public Affairs Dir.	27,000	31,000					
Art Director	27,900	29,400					
Research Director	36,700	33,900					
			Total Station Employment		Average Full-Time		Average Part-Time
			Total Station Employment		123		14
			Engineering		41		2
			Program & Production		26		6
			News		13		3
			Sales		18		0
			Advertising & Promotion		4		0
			General & Administrative		20		3
			Rate of Employee Turnover		% of Reporting Stations		
					Low	Median	High
					Average		
			Support Staff		0.1	13.0	28.0
			Dept. Heads		2.8	15.0	40.0
					15.0		
					22.0		
Methods of Compensating Sales Personnel	Account Executive	General Sales Mgr.	Local Sales Mgr.	National Sales Mgr.			
Salary Only	0.0%	9.1%	9.1%	13.0%			
Salary & Bonus	0.0	36.0	36.0	38.0			
Straight Commission	17.0	0.0	0.0	0.0			
Guaranteed Draw Against Commission	25.0	0.0	0.0	0.0			
Salary & Commission	42.0	36.0	36.0	38.0			
Salary, Bonus & Commission	0.0	18.0	18.0	13.0			
Straight Commission with Bonus	8.3	0.0	0.0	0.0			
Other	8.3	0.0	0.0	0.0			

Table 13 — Independent Stations, ADI 11 - 25

Job Title	Annual Compensation		Lowest Annual Compensation		Highest Annual Compensation		Full-time Employees	
	Median	Average	Median	Average	Median	Average	Average	
Support Staff								
Operator Technician	20,200	20,100	16,000	15,300	24,600	24,400	13	
Maintenance Technician	25,200	25,300	24,000	23,100	27,400	27,700	4	
Assistant Chief Engineer	32,500	32,200					1	
Technical Director	22,000	22,500					4	
Film/Tape Editor	16,400	17,600					3	
Film/Tape Librarian	13,700	14,400					1	
News Anchor	30,000	31,500					2	
News Reporter	23,900	22,800					5	
News Photographer	19,400	19,900					5	
Sportscaster	26,000	27,000					1	
Staff Announcer	18,200	17,300					1	
Production Assistant	14,600	16,100					3	
Producer/Director	22,200	23,200	23,500	21,500	26,600	27,500	4	
Staff Artist	16,500	16,900					1	
Traffic Assistant	14,800	14,400					5	
Accounting Assistant	15,000	15,500	11,300	12,900	20,400	19,600	4	
Receptionist	11,800	11,800					2	
Secretary	15,700	15,000	10,900	11,700	19,800	19,300	5	
Sales Personnel								
Account Executive	43,900	39,300					8	
General Sales Manager	74,000	78,500						
Local Sales Manager	56,500	54,200						
National Sales Manager	60,000	59,300						
				Total Station Employment	Average Full-Time	Average Part-Time		
Department Heads				Total Station Employment	93	11		
Operations Manager				Engineering	21	2		
Program Director				Program & Production	23	3		
Director Of Eng./Chief Engineer				News	14	2		
News Director				Sales	15	0		
Promotion/Publicity Director				Advertising & Promotion	3	0		
Production Manager				General & Administrative	17	4		
Business Manager/Controller								
Traffic Manager								
Community/Public Affairs Dir.								
				Rate of Employee Turnover	% of Reporting Stations			
					Low	Median	High	Average
				Support Staff	0.0	0.0	13.0	5.4
				Dept. Heads	0.0	33.0	45.0	25.0
Methods of Compensating Sales Personnel		Account Executive	General Sales Mgr.	Local Sales Mgr.	National Sales Mgr.			
Salary Only		0.0%	11.0%	0.0%	0.0%			
Salary & Bonus		0.0	33.0	57.0	60.0			
Straight Commission		13.0	11.0	0.0	0.0			
Guaranteed Draw Against Commission		50.0	0.0	0.0	0.0			
Salary & Commission		13.0	22.0	43.0	20.0			
Salary, Bonus & Commission		0.0	22.0	0.0	20.0			
Straight Commission with Bonus		25.0	0.0	0.0	0.0			
Other		0.0	0.0	0.0	0.0			

Table 14 — Independent Stations, ADI 26 - 50

Job Title	Annual Compensation		Lowest Annual Compensation		Highest Annual Compensation		Full-time Employees	
	Median	Average	Median	Average	Median	Average	Average	
Support Staff								
Operator Technician	13,700	14,300	12,000	12,000	15,800	18,000	7	
Maintenance Technician	18,200	23,300	18,500	17,800	23,900	22,400	3	
Assistant Chief Engineer	24,100	24,400					1	
Technical Director	18,000	20,700					4	
Film/Tape Editor	13,100	13,100					2	
Production Assistant	12,000	12,900					2	
Producer/Director	15,900	17,600					2	
Continuity/Copywriter	15,000	14,300					2	
Traffic Assistant	11,200	10,600	10,100	9,800	12,800	12,500	3	
Accounting Assistant	11,800	12,200	10,400	10,400	16,500	14,900	2	
Receptionist	10,300	10,000					1	
Secretary	11,500	12,400	9,100	10,000	15,600	16,200	3	
Sales Personnel								
Account Executive	25,000	28,700	16,500	19,300	31,100	39,200	5	
General Sales Manager	43,500	48,900						
Local Sales Manager	40,000	46,800						
Department Heads								
Operations Manager	32,000	42,300						
Program Director	18,000	24,400						
Director Of Eng./Chief Engineer	35,000	33,800						
Film Director	17,000	15,600						
Promotion/Publicity Director	18,500	18,400						
Production Manager	21,100	20,400						
Business Manager/Controller	25,500	25,300						
Traffic Manager	17,000	16,200						
Community/Public Affairs Dir.	16,300	15,200						
			Total Station Employment		Average Full-Time	Average Part-Time		
			Total Station Employment		38		6	
			Engineering		11		2	
			Program & Production		9		2	
			News		1		0	
			Sales		8		1	
			Advertising & Promotion		1		0	
			General & Administrative		8		1	
			Rate of Employee Turnover		% of Reporting Stations			
					Low	Median	High	Average
			Support Staff		0.0	0.0	26.0	12.0
			Dept. Heads		7.1	14.0	15.0	12.0
Methods of Compensating Sales Personnel			Account Executive	General Sales Mgr.	Local Sales Mgr.			
Salary Only			0.0%	25.0%	29.0%			
Salary & Bonus			0.0	25.0	14.0			
Straight Commission			15.0	0.0	0.0			
Guaranteed Draw Against Commission			77.0	0.0	0.0			
Salary & Commission			7.7	42.0	43.0			
Salary, Bonus & Commission			0.0	0.0	0.0			
Straight Commission with Bonus			0.0	0.0	0.0			
Other			0.0	8.3	14.0			

Table 15 — Independent Stations, ADI 51 - 100

Job Title	Annual Compensation		Lowest Annual Compensation		Highest Annual Compensation		Full-time Employees
	Median	Average	Median	Average	Median	Average	
Support Staff							
Operator Technician	10,400	11,600	9,800	9,900	13,000	13,500	6
Maintenance Technician	15,500	15,800					2
Assistant Chief Engineer	21,700	21,000					1
Film/Tape Editor	10,200	11,100					2
Film/Tape Librarian	11,600	12,100					1
Production Assistant	11,200	11,800					3
Producer/Director	15,300	14,600					2
Traffic Assistant	10,400	10,300					2
Accounting Assistant	11,000	11,300					2
Receptionist	8,900	9,300					1
Secretary	11,500	11,500	10,600	10,400	14,000	13,800	3
Sales Personnel							
Account Executive	20,000	22,100	10,000	10,800	40,000	37,900	6
General Sales Manager	52,500	63,100					
Local Sales Manager	40,000	40,800					
Department Heads							
Operations Manager	32,000	29,800					
Program Director	24,200	24,800					
Director Of Eng./Chief Engineer	33,200	33,300					
Film Director	16,400	16,200					
Promotion/Publicity Director	18,200	19,900					
Production Manager	17,600	17,800					
Business Manager/Controller	24,500	24,700					
Traffic Manager	15,000	16,400					
Total Station Employment							
							Average Full-Time
							Average Part-Time
Total Station Employment							41
Engineering							7
Program & Production							11
News							2
Sales							10
Advertising & Promotion							2
General & Administrative							10
Rate of Employee Turnover							% of Reporting Stations
							Low
							Median
							High
							Average
Support Staff							11.0
Dept. Heads							0.0
Methods of Compensating Sales Personnel	Account Executive	General Sales Mgr.	Local Sales Mgr.				
Salary Only	0.0%	22.0%	20.0%				
Salary & Bonus	0.0	11.0	0.0				
Straight Commission	17.0	11.0	0.0				
Guaranteed Draw Against Commission	67.0	0.0	0.0				
Salary & Commission	17.0	44.0	40.0				
Salary, Bonus & Commission	0.0	11.0	40.0				
Straight Commission with Bonus	0.0	0.0	0.0				
Other	0.0	0.0	0.0				

Account Executive Detailed Methods of Compensation

ADI 1 - 10

\$70,400	Straight commission of 2.5% on net revenues
65,000	Straight commission; 25% paid directly & 15% paid if achieve budget
59,400	Straight commission; 3.5% of net local sales, 3% is a draw, .5% is pulled for a quarterly bonus based on budgeted sales, new business & accounts
57,000	Straight commission with bonus; 5.7% spot agency, 6.5% direct, 4.5% direct response, 4% program
50,000	\$900 monthly salary plus \$150 car allowance plus 5% commission
48,000	Straight commission; 10% of local time sales from agencies, 5% on production billing, 12% of local direct time sales
46,000	\$15,000 base salary plus 1.5% of net agency & 8% direct billing
45,500	Base salary varies from \$21,000/year to \$32,000/year, commission rates from .006 to .0123
40,600	Salary of \$15,000 base plus predetermined percentage of local sales pool. Pool equals 2% of local time sales
38,000	Straight commission; 5.5% of local sales

ADI 11 - 25

\$55,000	Straight commission of 5% on net local time sales
52,700	\$12,000 draw against 6% commission on gross sales after specific deduction
50,000	\$400/month salary plus 10% on direct business, plus 4% on net agency business, plus bonus based on achieving projections
45,000	Draw of 60% of previous years earnings; commission of 4.5% of net agency sales, 7% of direct sales, & 6% of new net sales
44,700	\$300 per month draw against commission, 6% of net on normal billing, 10% of net on new business up to \$14,999 per quarter, 15% of net over \$15,000, bonus of \$2,500 if \$15,000 of new business is billed 3 or 4 quarters
42,000	\$1,200/month plus 6% of time sales over \$20,000
41,900	Straight commission of 4% on time sales
41,900	Straight commission; average 3.5% on local time sales
41,800	Straight base salary of an average of \$328.57 per week against commission; .75% commission above base
41,000	Straight commission of 4.5% on previous years total gross sales, 5% on goal 1; 5.5% on goal 2; & 6% on goal 3.
39,900	2.6% of time sales minus \$400 week draw
39,500	Straight commission; 4% plus 2% additional on new business
37,400	Straight commission; 4% of monthly net billings of credited sales
22,100	\$300/weekly draw paid against 10% on time sales

ADI 26 - 50

\$52,000	Straight commission of 6% on all net sales for time & production of spots
50,300	Various weekly salaries (\$250 to \$750) plus 7% or 5.7% of net monthly individual billing
50,600	10% commission on new business, 7% commission on old business on local time sales only
48,700	\$1,600/month plus 4.14% of gross local time billing including local political
45,300	Straight commission of 8.5% of gross collections
42,800	Straight commission; 5% net sales, 8% direct sales (no agency)
39,700	\$1,000/month draw against commission of 4.5% on local time sales
38,700	Straight commission; 3% in town accounts; 4% out of town accounts; 8% new direct business
37,500	\$250/week draw against sliding scale from 5% to 10%

of net collected sales. Scale varies from one account executive to another.

35,800	\$14,000 to \$32,000 annual salary plus quarterly bonus of \$2,500 to \$4,000
35,400	\$300/weekly draw plus 3.5% on time sales
35,000	\$250/weekly draw against commission, 5.5% of time sales
34,600	Varying percentage of net regular sales (from .02720% to .04380%) than varying percentage on new business sales (from .03808% to .06132%)
34,000	Average commission of 4.5% on time sales
33,000	\$20,000 salary plus 2.4% commission
32,800	\$6,000 salary plus 4% on time sales & extra charges, less \$10,000 base
32,000	5% on time sales until quota is reached; 6% thereafter, 10% on new business
32,000	Straight commission of 5% of gross sales
31,800	\$250/weekly salary plus 4% of first \$19,999 billing each month, 4.5% of next \$10,000, 5% of excess, also, quarterly bonus of \$300 plus 2% of excess over quota is possible
30,000	\$250 draw versus 5% commission
28,000	Straight commission of 15% of direct time sales, 11% of net agency sales, 10% on production, 5% trade time sales
28,000	9% on direct & 6% on agency, paid on collections, draw of up to \$2,000 month
26,000	\$300/monthly draw against 7% agency sales & 10% direct sales
26,000	\$1,000 bi-weekly draw plus 4.5% of prior months net sales less current month draw. Commissions paid 2nd pay period of the month
25,000	\$1,000/month salary plus 9% commission on time sales
24,300	Straight commission; 15% local, 10% national

ADI 51 - 75

\$49,100	\$100/week salary plus 7.5% commissions on net time sales
47,600	\$200/week draw against commission; 10% on direct accounts, 7% on agency accounts
46,900	Straight commission; 9% direct sales, 7% agency sales
41,500	Guaranteed \$1,000/month against commission of 3.5% of gross sales
40,200	Straight 5.1% commission on time sales & production
40,000	\$1,375/month salary plus 6% on time sales
40,000	\$500 bi-weekly draw applied against net time sales at 5.5% commission rate
39,900	\$250 week draw; 7% commission on net local time sales
36,800	Straight commission of 4% on agency discounted sales & 6.5% on direct sales
35,600	Varying percentage of net sales (from 3.7% to 6.4%) then 3% paid on all net time sales over budget
35,100	\$11,700 salary plus 6% on net sales, plus 7% on net sales over budgeted net sales
35,000	Straight commission; 7.5% of net sales
35,000	\$2,400 monthly draw against 6.5% old business & 8% new business
34,300	\$300 draw plus 15% on direct collections & 10% on agency collections
33,700	\$200/week salary plus 4% of net billings sold & serviced. Non-agency accounts 8% of gross billings
32,000	Straight commission of 10% on agency time sales, 15% on direct time sales
31,100	\$250/week draw, applied against commissions; 12% direct, 7.5% of net local agency, regional & local political
31,000	8.3% of net billings plus 17% over budget
31,000	\$250 salary plus 5% commission on time sales or 6% if quota met

30,000	\$230/weekly draw against 7% commission
30,000	\$135/week salary plus commission to \$7,500 in billings, 0%: \$7,500-\$10,000, 3%; over \$10,000, 5%
29,700	\$13,000 draw plus 8% commission on regular local time sales & 11.5% commission on new business, local time sales
29,000	9% of local time sales with \$750/month draw
28,400	\$103/week salary plus 3.5% commission of net collected billings up to a fixed dollar amount & 5% commission on net collected billings over a fixed dollar amount
26,600	\$150/week salary plus 6% on net time sales
26,300	Salary \$800-\$1,200 plus 3% on agency gross time sales, plus 15% on direct time sales
26,000	3.5% on agency accounts, 7% on non-agency accounts
25,200	Straight commission of 6% on under quota sales & 7% over quota sales
22,900	Five people get \$277 bi-weekly draw against 8% commission on net sales up to quota & 2% commission on net sales over quota. Two people get \$600 bi-weekly salary or if greater, commission against salary. If greater, commission of 8% on net sales up to quota & an additional 2% on all sales over quota. One person gets \$692 bi-weekly salary & 8% commission on net sales & commission of 10% on net sales over quota
22,000	\$200/week draw plus 9.5% on time sales
16,000	\$800 guaranteed draw against 10% agency, 15% direct commission
12,700	Straight commission, 20% on local time sales, 10% on agency related local time sales, 5% on local trade time sales
12,000	\$150/week guaranteed draw against 15% commission plus \$25 per week driving allowance

ADI 76 - 100

\$42,700	Straight commission of 8% of gross local sales
39,300	Straight commission of 7% of local time sales
36,400	\$12,000 annual guaranteed draw plus commission (up to 70% of monthly budget @ 4.5%, next 10% @ 5.5%, next 10% @ 6.5%, next 10% @ 8%, anything over budget for month @ 9%)
36,000	Straight commission of 6% net local time sales
33,700	6% of sales to agencies, 12% of direct sales, guaranteed draw of \$1,000/monthly
32,700	\$200 plus percent of local budget reached: Less than 100% 6.0% net commission rate 100.0 - 104.9% 7.0% net commission rate 105.0 - 109.9% 7.5% net commission rate 110.0 & more 8.0% net commission rate
32,000	Straight commission, 8% of local net time sales
31,700	\$200/weekly salary plus 6.0% to 7.5% on time sales
30,500	\$12,000 annually guaranteed or 9% to 11% of net time sales depending on overall department performance
27,500	\$195/week draw, 8% net sales
27,500	3.5% on all net agency sales, 5.5% on all local (non-commissionable) sales, 10.0% on all new business developed for 90 days from the time the first spot airs
26,900	\$8,400 base salary plus 5% net sales
26,600	\$135/weekly plus 8% net sales
25,800	Straight commission, 7.5% of net for agency accounts, 10% of direct accounts
25,000	\$600 to \$850 draw against 10% commission
24,800	Straight commission of 10% of direct sales collected, 7% of agency collected
24,600	\$110/week salary plus 7% on net local time sales less set base
24,400	8.5% of net sales, additional 1% of net sales for achieving quarter budget
22,000	\$1,000/monthly draw against 10% on time sales
21,000	\$9,000 to \$15,600 base salary plus 8% commission on sales to assigned levels, 10% over assigned levels

20,000	Straight commission with bonus, 7% sales plus 3% over quota
19,200	\$145/weekly salary plus 8% commission net of personal accounts
19,000	9.2% net billings plus 11% over budget
10,600	\$800/monthly salary plus 5% on commissioned accounts, 10% direct accounts

ADI 101 - 125

\$48,700	\$8,400/year salary plus 10% on local direct accounts, 8% on local agency accounts
42,100	\$500/month draw against 8% commission on total time sales
42,000	\$18,000 annually, plus .0625% on all sales over base quota
40,000	Straight commission, 13% on direct net, 10% on agency net
40,000	\$450 draw plus 10% on time sales & direct production sales
37,900	3 account executives receive 6% of own net local time sales, 1 account executive receives \$12,000 salary plus 8% of own net local time sales
35,000	Straight commission of 10% of local, 8% of agency net
32,500	\$18,000/year plus net agency 5.5%, direct 9%
31,900	Straight commission based on net collections, 10% on direct, 8% on agency
30,400	\$250/week draw against commission, \$1,000 bonus at last year's sales plus 5%, \$1,500 bonus at last year's sales plus 10% & rate of commission increased to 9% on all remaining sales
30,400	First 90 days, \$1,700/monthly salary, \$260 travel; thereafter, \$500/monthly salary, \$260 travel plus 7% commission on collections
29,200	10% of gross time sales, 15% production sales
29,100	\$13,500 base salary plus 6.5% on all net agency business to monthly quota, 7.5% on all net agency over quota, 9% on all direct business, \$250/month for exceeding quota, 6% on all production business
29,000	\$1,000/monthly salary plus 10% on all net time sales
26,200	\$800/monthly salary plus commission computed as follows: \$5,200 no commission; 10% on next \$4,000; 12% on next \$5,000; 13% in excess of \$15,000
24,500	Base monthly pay of \$8,232 (Avg.) plus 10% commission on time sales over quota
24,000	Base salary of \$6,630 annually, commission paid on collected receivables at the rate of 5% payable once a month
23,800	\$700/month draw against commission of 9% on net billing, occasional cash & merchandise incentives
23,400	Salary from \$175/week to \$307/week plus 3% on gross sales plus 3% increase from prior year
22,000	\$800 monthly draw plus 13% on net sales
19,500	\$175/week salary, \$100/month auto allowance, plus 5% on first \$12,000 collected, 7.5% on \$12,000 - \$15,000, 10% all over \$15,000
14,000	\$225/week draw plus 10% commission on collections less draw

ADI 126 - 150

\$55,000	\$300/weekly draw against 5% agency & 14% direct
46,200	Straight 14% commission of local non-agency collections sold personally & 10% of net agency collections sold personally
32,900	Annual salary of \$15,514 plus 5% of local & regional time sales (double commission on new business)
31,000	\$200/week draw against commission, 5% of local time sales; 6% of local time sales if monthly goal attained
28,000	\$7,500 salary plus 6.5% commission; 10% after attainment of budget

25,000	\$1,000/month guarantee plus 10% on first \$15,000 & 15% above \$15,000 monthly billing
23,600	\$400/monthly salary plus 7% commission on net time sales
23,200	\$120/week plus 5% commission on time sales
23,000	Straight commission of 12% agency, 15% direct plus various bonuses from cash to trips (1 per month)
20,800	Straight commission; 15% of local sales billed during each month
20,000	\$800/month draw plus 10% of collections
18,000	\$1,000/month plus 10% of time sales over \$10,000
17,700	\$175/week guaranteed draw plus 10% on time sales, 10% on production sales
17,500	\$6,000/yearly salary plus 5% on local sales collected
16,800	\$150 salary plus 7% out of town accounts, 5.5% in town accounts
16,100	\$150/week salary plus 5% commission in town, 7.5% out of town personal billing
15,300	\$150 salary plus 5% to 8% individual accumulating sales
15,000	\$100/week salary plus 9% on net amount of sales collected
12,000	\$800/monthly salary plus 10% of net sales above \$8,000 per month

ADI 151 & Over

\$36,400	Weekly draw of \$250 - \$480 plus 5.25% to 12.1% of net sales
28,000	\$18,000/year, paid as \$50 per day (7 days a week); 12% commission on local accounts (collections); 10% on agency net
28,000	\$600 salary plus 10% of time sales in excess of \$6000
27,300	Straight commission; 11% of net to station sales, guarantee of \$800 per month
27,000	Straight commission; 15% on direct sales, 12% on agency sales
27,000	\$100/week plus 15% on local; 10% on national
26,700	\$650/month salary plus 5% in town & 7.5% out of town personal accounts
26,300	\$800/month guarantee against 12% commission on

26,000	agency sales & 14% on direct sales plus quarterly & annual quota bonuses
	\$180-\$225/week plus 6% net time sales aired during month, less 90 days accounts, plus bonus of \$100 each month on accounts over 60 days, \$100 each new accounts, \$100 top sales person of month
25,800	\$200 - \$300/weekly draw against commission; 6.9% - 7.6% of net commissionable sales. Commission computed on collections & paid on a monthly basis
25,500	\$100/week draw plus 10% of net time & production sales
25,000	\$200/week draw against 10% collections
24,500	Straight commission; 8% up to amount of sales during same month last year; 9% if last year is equaled, 10% on increment between last year & current year goal; 10% on all sales up to goal if goal is achieved & 15% of the increment above goal
24,000	Straight 15% of local agency time sales (net), 21% of local direct time sales (net)
21,200	Straight commission of 7.25% of local collections & 10.25% of regional collections
21,200	10% on \$14,000/monthly local sales less agency commission; 11% over \$14,000/monthly sales, plus incentive bonus determined on monthly goals
21,100	\$1,000/monthly salary plus 12% of all net receipt in excess of \$8,000 per month
21,000	\$800/month guarantee against 12.5% of net commissionable sales plus quarterly & annual quota bonuses
20,000	\$150 draw plus 16% sales commission net sales
19,400	Straight 20% commission of receipts
18,000	\$1,050/monthly guaranteed draw, 15% of direct local business, 10% of local agency business
17,600	\$12,000/year against 10% net sales
16,800	\$650/weekly draw against commission plus 12% on collections to \$6,000; 14% on \$6-12,000; 16% on \$12,000 plus; 10% agency collections
16,600	\$200 draw against commission, 12% local sales, 8% agency sales, contest & travel expense account, also, two - three seminars per year incentive

General Sales Manager

ADI 1 - 10

\$130,000	\$88,000 salary plus \$27,000 incentive compensation plus \$15,000 bonus
115,000	\$89,000 salary plus 7% to 52% of salary based on reaching sales goals
105,000	\$88,000 base plus a percent of predetermined billing
85,000	\$31,200 base salary plus .155% of local & national time sales
81,000	\$50,000 Draw plus .52% Net billing
80,200	\$6,000 monthly salary plus commission of .0019% of the combined gross nat'l/local billing exceeding \$1,504,000 monthly
75,000	\$52,000 plus .0007667% of gross sales, guaranteed a minimum of \$75,000
75,000	\$26,316 salary plus .5% on net sales

ADI 11-25

\$110,000	\$9,000 salary plus .5% on all time sales
108,000	\$50,000 salary plus 1% commission on gross national & local sales after specific deduction

100,000	\$75,000 salary plus .13% of net time sales
85,000	\$85,000 annual salary plus \$2,500 bonus each quarter that the revenue budget is obtained plus 1.5% override of all gross billings in excess of a pre-determined amount.
80,000	\$978/week salary plus 1.3% on the combined local/nat'l/reg'l gross sales increase
80,000	\$60,000 annual salary plus bonus based on current year sales over fiscal year 1983 actual
75,000	\$60,000 base salary plus \$15,000 bonus upon reaching time sales budget, plus 3% on net over time sales budget
74,300	Base salary of \$38,389/yearly plus commission of .002% on all billing
70,000	\$46,800 plus .06% net sales & .2% net sales increase over previous periods

ADI 26 - 50

\$100,000	\$15,600 salary plus .0029 of net national & local sales & bonus
92,000	\$51,000 annual salary, .75% commission on net revenues, 5% bonus before tax profit

90,000	Salary of \$39,000 plus .28 of 1% for gross collected sales up to last year's level, .5 of 1% of increase
88,500	Straight commission of .0012 of local/national net sales less bad debt plus .0175 excess of budget
86,200	.8% commission on national sales, 1% commission on local sales, with guaranteed annual salary of \$65,000
84,000	\$2,000/month plus .355% on gross national & local billing including political in excess of \$500,000/month
81,000	Salary of \$27,716 plus .55% local & national collections
77,000	\$1,050/weekly salary plus .002% of total net local & national sales (not including network & trades)
74,000	\$51,000 salary plus .5% on time sales & other incomes, less direct expenses
71,000	\$30,000 plus .619% net total sales plus \$2,500
68,000	\$44,000 annual plus .002 of gross revenue thru
	\$12,049,000, 1% of gross revenues over \$12,049,000
67,000	10% of annual salary if budget achieved; 1.33% on amounts over budget up to 30% maximum
65,000	\$54,800/year salary plus 1.9% of increase in sales over previous year
65,000	\$41,000 draw plus .795% local net billing
60,000	\$40,000 salary plus .002% commission & bonus
60,000	\$250/week draw against commission, .4176% of all time sales
58,500	Straight commission of .003582 of net spot sales; then .00448 for net spot sales which exceed established budgets
58,000	\$2,500/month salary plus .1945% commission on national & local time sales
51,200	\$41,250 salary plus \$2,500 quarterly bonus
44,500	\$16,068 salary plus 1% on all national time sales
40,000	\$37,000 plus 1% of all sales over budget
40,000	\$385/weekly salary plus 0.5814% of gross national in excess of \$975 & 0.2992% of local sales in excess of \$975
30,000	\$2,500/month plus 1% override on all local collections
30,000	\$1,500/monthly salary plus \$1,000 month commission; bonus after \$240,000 in sales locally

ADI 51 - 75

\$75,000	\$60,000 plus 1% total net sales
69,000	\$28,600 salary; 46% net local & national time sales
68,800	\$52,500/year salary plus 1% of sales increase using a 3 tier base
67,000	\$62,000 salary plus 9.8% incentive on national & local time sales with a minimum of \$5,000 & a maximum of \$12,000
65,000	\$50,000 annual salary plus .5% of all time sales
65,000	\$40,000 draw against .8% gross revenues
65,000	\$5,000/month salary plus 7% bonus on net sales over exemption
64,000	\$49,000 annual salary, \$2,500 quarterly bonus for achieving budgeted sales or % of \$2,500 equals % of budget; \$5,000 year end discretionary bonus
64,000	\$11,000 plus 1.02% of gross billing
63,900	Straight commission of .0078% of net sales, then 3% paid on all net time sales over & above budget
62,500	\$4,167/monthly salary plus an average monthly bonus of \$1,125 — bonus increased or decreased for amounts over & under budget
60,000	\$40,000 guarantee draw against .721% gross sales, less trade
55,900	\$46,000 salary plus 2% on all gross sales exceeding previous years actual gross sales
55,000	\$20,000 salary plus 2% gross
51,800	\$1,009 biweekly salary plus .0034% of national, local political & production
30,000	\$20,000/year plus 1% net sales; guarantee of \$10,000

ADI 76 - 100

\$70,000	1.3% of local sales, .98% of national sales, guaranteed annual draw of \$50,000
68,000	\$15,000 salary plus .0065% override of commissionable sales
64,000	\$11,000 plus 1.07% net billing plus 2.5% over budget
62,200	\$49,500 salary plus .11% of total gross sales up to prior year level, .75% over prior year
60,000	\$42,000 salary with monthly, quarterly & semi-annual bonuses up to another \$18,000 if on budget, over budget premiums are paid up to an additional \$10,000
54,000	\$25,000 salary plus 1% of net time sales
50,000	Salary of \$26,000 plus 5% of all time sales collected
50,000	\$3,200/month plus .00625 of sales
47,000	Salary & commission, \$350/weekly, plus 1% of all sales
46,600	1% of time sales less direct expense, license fees, local commissions & quota plus \$480 per week
45,800	\$405/weekly salary plus .55% on local & national time sales
41,200	\$26,200 salary, .5% of net time sales, \$1,000 quarterly bonus based on sales performance
39,900	\$30,000 base plus 1.5% of gain over average of previous 3 years sales
39,200	\$30,000/year plus \$50.00 for each full percentage point that local sales are over budget
35,000	Straight commission with bonus; 3% on total sales plus 2% over quota
35,000	Straight commission of 2% net cash in
31,000	\$2,583/monthly salary plus 1% of sales over prior year's sales

ADI 101 - 125

\$75,000	\$52,000 salary plus 1% on local, regional, & national sales over last years actual up to current year's budget, & 4% on local, regional, & national sales over current year's budget
75,000	\$40,000/year salary plus .5% on local & national business; 3% on excess of previous year
63,700	\$55,000 annual salary plus .5 of 1% net collections over \$272,000/monthly, annual commission of .5% of current years sales over prior year
63,000	\$30,000 salary plus .5% gross time sales
60,000	Straight commission of 1.3% of gross national, regional, local & production sales
52,000	\$40,000 plus 3% on increase over last year on national, regional & local sales
50,500	\$100/week salary plus .55% of all local, regional & national sales; \$1,500 bonus if current projected sales attained
50,000	Salary of \$3,833/month plus 3% commission on average in sales above prior year
49,900	Base salary of \$32,000 & when income reaches \$1.5 million, General Sales Manager then receives 1% of the average of \$1.5 million
49,200	\$375/week salary plus .00892 of total gross sales
48,000	\$42,000 salary, plus 2.25% commission on increase in station billing over previous year
45,000	\$2,000/monthly salary plus .5% of national & 1.4% local (net billing)
44,300	\$25,000 salary plus 2% of total net sales over \$1,650,000
43,000	\$350/week salary, \$100/month auto allowance, plus 1.5% of all local, regional & national sales collections
38,200	\$32,000 base salary plus commission at .312% on all net local & area sales; .07% on all national sales & management incentive bonus plan
34,000	\$1,833/month salary plus commission of 1.2% of net sales plus yearly bonus of 1.6% of the increase in net sales
24,300	\$350/week salary & 1% commission on collections

ADI 126 - 150

\$58,700	Straight commission, \$300/week draw against commission .996% of national, local, political time sales, 1.08% of sales if reach monthly goal
50,200	\$630 salary plus .65% total net sales minus production
49,000	\$33,000/year salary plus 1% on above \$175,000/month billing
47,500	\$8,000 salary plus 1% of gross local, regional & national sales minus discounts & sales dept. expenses
45,000	\$30,000 salary plus 1% net sales, national, regional & local
45,000	\$27,500 salary plus 0.4% commission on national & local sales
45,000	\$35,000 plus .33% of sales plus quarterly bonus if budget achieved
45,000	\$32,000 salary plus commission on total local & national sales .0055 under budget & .0075 over budget
42,900	\$1,200/month salary plus 1% on total net time sales
40,000	\$24,000 base salary plus 4% commission on sales plus bonus on sales forecast
40,000	\$20,000 annual salary plus 1.5% of sales commissions, local, regional, & national

56,000	\$600/week plus 2% on total net sales above \$150,000 per month, less trade outs, & accounts 90 days past due
52,400	\$715/month; plus .01% net revenue
50,000	\$25,000 salary plus 1.75% of collected advertising revenue
40,000	Salary \$13,000/year plus .1% gross up to goal, 3.4% of gross in excess of goal
40,000	\$1,500 guarantee plus 2 - 3% of national business & 1 - 2% of local business
35,000	\$17,000 annual salary plus 1% commission on gross time sales; 5% on amount over budget
32,100	\$1,000/month salary plus 4% local & regional sales in excess of 30,000 monthly, plus quarterly & annual quota bonuses
32,000	\$200 salary plus 2% of net local & regional sales
30,800	\$750/monthly salary plus 5.5% on net (after agency) local & regional sales in excess of 10,000 monthly, plus quarterly & annual quota bonuses
29,100	\$2,333.33/monthly salary plus 10% of local time sales in excess of \$428,000 annually
28,000	\$18,000 salary plus 2% total sales
26,000	Straight commission of .005 of total sales - local, national
25,000	\$1,250/monthly salary, 2% to last year, 4% last year to projection, 10% above projection (all monthly on local sales)

ADI 151 & Over

\$75,000	\$923/weekly base plus quarterly override on net sales in excess of budget, 3% - 10%
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Local Sales Manager

ADI 1 - 10

\$110,500	\$76,000 salary plus \$24,500 incentive compensation plus \$10,000 bonus
96,500	\$73,000 salary plus from 8% to 55% of salary based on reaching sales goals
77,000	\$50,000 plus incentive bonus
74,000	\$52,000/year plus .00057 of local & national sales
70,000	\$23,400 base plus .5% of local time sales
70,000	\$20,000 salary plus 1% on local sales
57,000	\$3,035/month salary plus .0032% commission of gross local billing

ADI 11 - 25

\$90,000	\$50,000 plus 1% of net local time sales
85,000	\$12,000 salary plus 1% commission on gross local sales after specific deduction
70,500	\$667/week salary plus 3% on local sales increases, less political & reciprocal, over the same month a year ago
65,000	\$2,500/month salary plus 2.5% commission on net local sales which exceed same month last year, plus bonus
60,000	\$40,000 base salary plus \$20,000 bonus upon reaching local time sales budget, plus 2% on net over time sales budget
60,000	\$36,400 plus .42% net local sales
53,900	\$31,805 base plus commission of .0025 on all local billing
53,000	\$18,000/year plus 6% of local & regional sales

ADI 26 - 50

\$93,000	\$14,400 salary plus .0028% of net national & local sales & bonus
84,000	\$34,000 salary plus 5% of regional time sales & 1% of local time sales
71,200	Straight commission; 10% commission on new business; 7% commission on old business on local time sales only

70,000	\$825/weekly salary plus .004% of total net local sales (not including network & trades)
61,900	\$38,000 salary plus .5% on time sales & other income, less direct expenses
57,100	Straight commission of 5% on Local Sales Manager's net sales, 4.5% on remaining net local sales
55,000	\$48,590/year salary plus 3.9% of increase of local sales over previous year
55,000	\$26,936 annual salary plus .007 of gross local revenue thru \$3,940,000, 1% of gross local revenue over \$3,0940,000
55,000	\$2,500/month salary plus .3676% commission on local time sales
53,000	\$41,000 draw plus .61% local net billing
50,000	\$25,000 plus 1.18% net local billing plus \$2,400 bonus
49,000	Straight commission of .00311 on total net sales
45,000	\$400/week salary plus .5 of 1% on net collected local sales up to quota, .75 of 1% over quota
45,000	\$250/week draw against commission of 1.03% of gross local sales
44,700	\$33,500 salary plus .2% of local gross sales
42,000	\$15,000 - 20,000 salary plus 1.3% commission & bonus
39,800	\$17,992 salary plus 1% on all local time sales
37,000	\$288/week salary plus 0.7954% of gross local sales in excess of \$975,000

ADI 51 - 100

\$68,190	Guaranteed \$1,000/monthly against commission of 2% gross local sales
66,100	1% of 1982 net local sales & 2.5% on the net local sales which exceeds 1982
55,000	\$45,000 base plus \$10,000 bonus based on budget
53,600	\$24,700 salary plus .33% commission on net local & national sales

52,900	.0114% of net sales, then 3% paid on all net time sales over & above budget
52,100	\$43,218 salary plus .11% of total gross local sales up to prior year level, .75% over prior year, 1% of local production sales
51,000	\$32,000 salary plus 1% of all net local sales plus 4% of all local net sales over budget
50,000	\$30,000 plus .74% of monthly gross local sales quarterly, .25% of gross local if budget met annually, 1% gross dollars in excess of budget
50,000	2% house list, .5% all local sales
50,000	\$40,000 plus .00625 net sales
50,000	6% of sales to agencies, 12% of direct sales, guaranteed draw of \$1,000 monthly
49,000	\$1,000/month draw against 10% commission on sales
49,000	.0221% of local/regional time sales
46,500	\$31,500 salary with monthly, quarterly & semi-annual bonus up to another \$15,000 if on budget, over budget premiums are paid up to an additional \$10,000
42,600	\$545/week salary plus .5% on local time sales plus bonus for achieving quarterly goals
41,000	\$12,000 plus 29% net billing plus 3.9% over budget
40,100	\$25,000/year plus \$50.00 for each full percentage point that local sales are over budget
40,000	\$50,000 plus 1% of increase in gross sales over prior year
40,000	\$20,000 draw 1.8% net house accounts, .85% net other local & production
40,000	Straight commission of 10% of direct sales collected; 7% of agency collected
37,000	\$823 bi-weekly salary plus .0055% of local, local political & production total sales
36,000	\$22,000 plus 1% of net local & regional
35,000	\$26,000 annual salary plus .25% of all local time sales
30,000	Straight commission with bonus; 2.5% on sales, 2% on production plus 3% over quota

ADI 101 - 125

\$72,900	\$39,000 salary plus 1% on net local time sales
50,000	\$40,000 salary plus 4% on local time sales over current year's budget
48,600	Base salary of \$200/week or annual of \$10,400; commission paid on sales for 7/1 - 6/30 on following basis: 0 - \$500,000, 0%; \$500,001 - \$2,500,000, .75%; 2,500,001 plus, 1%
48,500	\$14,000 plus 2% on sales over \$150,000 quota on local & regional sales
44,000	\$335/week salary plus 1.8% on regional sales; .75% on all local sales; \$1,000 bonus if current regional sales projection is met & \$2,000 bonus if current local sales projection is met

42,900	\$6,000 annual salary; \$3,120 travel; 1% commission on all local, regional/local political & production sales
42,500	\$36,000 plus bonus on agreed upon % of sales over prespecified base
41,700	\$20,000 salary plus 2.0% net local sales plus 3.0% of excess of net national sales over 1982 net local sales
36,500	\$32,500 annual plus 1% commissions on increase over prior year
32,000	\$250/week salary, \$100 per month auto allowance, plus 2% of all local collections
30,000	Annual salary of \$15,000 plus 2% of gross local sales & production

ADI 126 - 150

\$42,700	Straight commission, \$200/week draw against commission; 1.5% of all local sales; 1.75% of all local sales if reach monthly goal
38,000	\$20,000 annual salary plus 1.5% of local sales
37,800	Salary of \$350/week, plus 3% on total gross local billing & 3% on personal billing
32,000	\$9,000 salary plus 5% on local sales collections plus a sales override of .3% of local gross sales paid quarterly
32,000	\$1,000/month plus 10% of time sales plus \$500 bonus per quarter if budget achieved
27,000	\$1,000/month plus 1% time sales plus bonus
23,500	\$346/week salary plus 6% local sales billed during each month
20,000	\$16,500/year plus 1% of net local sales

ADI 151 & Over

\$45,000	\$500/week plus 5% of local sales, 10% draw on sales against \$500/week
44,000	\$450/week plus 2% on total local net sales above \$75,000 per month, less trade outs & accounts 90 days past due
40,000	\$615/weekly base, 10.5% of net commissionable sales
39,100	Salary of \$20,000 yearly, plus override of 1% of certain national & regional sales & all local sales
37,000	\$1,000/month plus 2% on gross local billing
36,200	\$20,000 annual salary plus 1.5% on total local sales including house accounts & agency commissions
35,400	Salary plus 3% on sales \$35 - 50,000; 4% \$50 - 65,000; 5% \$65,000 plus
33,500	\$1,500/week base salary, plus 5% of local sales
33,200	\$25,000/year against 10% net sales
30,000	\$150/weekly draw plus 16% sales commission net sales
25,000	\$20,000 annual salary plus monthly commission of 2% on net receipts in excess of \$20,000 per month on local sales. Annual commission of 2% of local current years sales or prior year

National Sales Manager

ADI 1 - 10

\$110,500	\$76,000 salary plus \$24,000 incentive compensation plus \$10,000 bonus
91,500	\$68,000 salary plus from 9% to 59% of salary based on reaching sales goals
85,000	\$61,500/year plus .00063 of local/national sales
72,500	\$59,400/year plus bonuses & commission on excess goals
70,000	Salary plus .178% on time sales plus bonus based on increase of sales over prior year
58,000	\$2,965/month salary plus .0023% commission on gross national billing
55,000	\$9,500 plus .24% net billing

52,000	\$23,400 base plus .1125% of national time sales
50,000	\$24,000 salary plus .00176 of gross national sales, guaranteed a minimum of \$50,000

ADI 11 - 25

\$75,000	\$50,000 plus .2% of net national time sales
75,000	\$788/week salary plus 2.5% on national/regional sales increases, less political & reciprocal, over the same month a year ago
68,000	\$19,800/year plus 4% of national sales
65,000	\$65,000 annual salary plus \$2,500 bonus each quarter that the revenue budget is obtained plus 1% override of

	all gross billings in excess of pre-determined amount
60,000	\$50,000 base salary plus \$10,000 bonus upon reaching national time sales budget plus 3% on net over time sales budget
57,100	\$34,178/year plus commission of .0025 on all national billing
56,000	\$33,800 plus .135% net national sales plus .17% net national sales increase over previous year
55,500	\$24,000 salary plus 1% commission on gross national sales after specific deduction
45,000	\$1,500/month draw against .00325% of total net sales

ADI 26 - 50

\$78,800	Straight 1.3% commission on all national sales
70,000	\$2,000/month plus .457% on gross national & national political billing in excess of \$450,000/month
65,000	\$400/week draw against 1% of net collected non-rep sales up to quota, 1.5% over quota, .5 of 1% on rep sales
60,900	\$37,000 salary plus .5% on time sales & other income, less direct expenses
60,000	.0009 of local/national net sales less bad debt plus .008 excess of budget
59,000	\$30,420 annually plus .0035 of gross national revenues thru \$8,109,000, .005 of gross national revenues over \$8,109,000
55,000	\$37,500 salary plus .003% commission & bonus
49,000	Straight commission of .00311 on total net sales
48,000	\$41,000 draw plus .76% national net billing
45,000	\$31,200 plus .15% of national gross sales
45,000	Straight commission; .0125% of west coast billing plus commission on local & agency - 10% & 3% - ceiling

ADI 51 - 75

\$62,300	.5% of 1982 net national sales & 5% on the net national sales which exceeds 1982
60,000	\$3,334/month salary plus \$1,384 commission per month plus 7% bonus on net sales over exemption
57,000	Straight commission of 2.35% gross billing
54,800	\$44,000 salary plus 2% on all national gross sales exceeding previous year actual national gross sales
54,500	\$1,000/monthly salary plus commission of 1.5% of monthly gross national billing in excess of a \$74,000 specific deduction
53,800	\$900/month salary plus commission of 2% of gross national sales less \$50,000
53,500	\$50,000 salary plus 8.9% incentive on national time sales with a minimum of \$3,500 & a maximum of \$8,823
51,100	\$44,275 annual salary; \$400 monthly bonus for achieving budgeted sales; \$500 quarterly bonus for achieving budgeted sales or % of monthly & quarterly bonus equal % of budget achieved
50,000	\$36,00 draw against 1.105% gross national sales
45,000	\$45,000 salary plus 1% bonus over last year actual
40,400	\$26,000/year salary, plus 6% of all business not run through agency, plus 1.5% over sales projections

39,500	.0132 of net sales, then 3% paid on all net time sales over & above budget
35,000	\$35,000 plus 1% of increase in gross sales over prior year

ADI 76 - 100

\$55,000	\$17,200 plus 2.35% net billing plus 3.5% over budget
46,500	\$31,500 salary with monthly, quarterly & semi-annual bonus up to another \$15,000 if on budget, over budget premiums are paid up to an additional \$10,000
40,920	1.1% of time sales less direct expense, license fees, local commissions & quota plus \$346/week
36,000	\$36,000 salary plus 2.5% of increase in net national billing over average of 2 previous years
35,000	\$135/weekly plus 2.3% net sales
34,000	\$26,000 plus 1% of net national
27,000	\$2,250/monthly salary plus 1% of national sales over prior year's sales

ADI 101 - 125

\$51,700	\$38,220 annual salary plus 1% of net collections over \$72,250 monthly, annual commission of current years sales over prior year
45,400	Base pay of \$8,232 plus 10% commission on time sales after quota
42,000	\$6,000 salary plus 1.2% on national time sales
31,500	\$25,000 base salary plus commission of .281% on all national net sales & for meeting budget a bonus of \$250 per quarter, \$500 for first six months & \$1,000 for annually meeting budget
29,500	\$21,000 salary plus 1.2% net national sales plus 3.0% of excess of net national sales over 1982 net local sales
29,000	\$26,000 annual plus 1% commissions on increase over prior year
26,600	Annual salary of \$9,600 plus .6% of gross national, regional & local air sales
25,000	\$500/month draw against 3% commission on all national sales

ADI 126 - 150

\$57,000	\$12,300 salary plus 5% on time sales collections plus a sales override of .35% of gross local, national, & political sales paid quarterly
47,000	\$11,700 salary plus 6% on regional sales, plus 1.25% on national time sales, 1.75% over budget
18,800	\$288/week salary plus .25 of 1% commission on national office & designated accounts

ADI 151 & Over

\$40,000	\$1,000/month plus 2% on gross national billing
40,000	\$100/week plus 15% on local; 10% on national
41,300	Weekly draw of \$365 plus 1.5% to 1.9% of net national sales
30,000	\$12,000 annual salary plus 3% commission on national and regional gross time sales

Co-op Coordinator

\$65,000	\$65,000 annual salary plus \$2,500 bonus each quarter that the revenue budget is obtained
51,600	\$3,000/month salary plus .25% commission on local time sales
50,000	Straight commission of .007116 on net regular sales & .009962 on new business sales

41,000	\$36,000 plus predetermined % of sales
25,000	\$350/week draw against commission, 5% of co-op sales
24,000	\$20,000 salary plus 5% on all co-op sales
22,743	Base salary of \$18,000 plus commission of 3% on time sales. No quota.
15,000	15,000 salary plus 1% of co-op

Table 16 — Fringe Benefits, Nationwide

Selected Benefits Plan	Paid in Full by Company (%)	Paid in Full by Employee (%)	Cost Shared by Company & Employees (%)	Not Provided (%)	Types of Bonuses Provided By Stations	
					Yes	No
Hospitalization:						
Employee	61.4	0.3	37.9	0.3	Christmas Bonus:	34.4% 65.6%
Dependents	22.4	19.3	57.2	1.0	Cash Incentive Bonus:	36.2 63.8
Surgical Benefits:					To: Support Staff	31.4 68.6
Employee	59.7	0.3	39.0	1.0	Department Heads	93.2 6.8
Dependents	22.1	19.0	56.9	2.1	Severance Pay:	
Major Medical:					Formal Policy	52.8 47.2
Employee	59.3	0.3	39.7	0.7		
Dependents	21.7	19.3	57.2	1.7		
Health Maintenance Organization:						
Employee	12.1	0.0	15.9	72.1		
Dependents	4.8	3.4	19.3	72.4		
Dental:						
Employee	27.6	2.4	20.0	50.0		
Dependents	13.1	8.6	26.6	51.7		
Vision:						
Employee	6.2	0.0	3.4	90.3		
Dependents	1.4	1.7	4.8	92.1		
Disability:						
Short-term	37.6	1.4	12.4	48.6		
Long-term	33.1	12.8	23.8	30.3		
Accidental Death and Dismemberment:						
Employee	55.9	6.5	20.7	16.9		
Dependents	9.6	11.0	16.2	63.1		
Group Life Insurance:						
Employee	66.2	4.8	25.5	3.4		
Dependents	13.4	14.1	17.9	54.5		
Hazard Duty Insurance	20.0	0.3	1.0	78.6		
Pension Plan	50.0	1.0	7.9	41.0		
Profit Sharing	29.3	0.3	3.7	67.2		
Thrift Plan	2.1	2.4	9.0	86.5		
Educational Career Program:						
Tuition Reimbursement	29.6	0.7	24.5	45.2		
Workshops, Clinics, etc.	61.7	0.7	5.9	31.7		
Legal Services	2.1	0.0	0.7	97.2		

Paid Sick Days	% of Stations
Under Six Days	18.7
Six Days	9.4
Seven Days	4.5
Eight Days	1.3
Nine Days	0.5
Ten to Fourteen Days	50.4
Fifteen Days or More	15.2

39.6% of Stations Allow Sick Leave to Accumulate.

The Median Limit is 60 Days.

	Yes	No
Formal Policy	79.4%	20.6%

Paid Vacation Leave

Years of Service (% of response)											
Weeks	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
1	98.3	1.7									
2	76.6	21.9	0.4		1.1						
3	1.8	0.7	4.0	2.2	49.6	21.5	17.2	1.5	1.1		0.4
4	0.5	0.5		0.5	1.5	1.5	15.2	7.6	45.2	6.6	20.8
5 & Over	2.5	2.5		2.5			2.5		10.0	5.0	75.0

13.3% of Stations Allow Vacation Days to Accumulate.

The Median Limit is 25 Days.

Paid Holidays	% of Stations
Under Six Days	4.1
Six Days	30.6
Seven Days	29.2
Eight Days	18.4
Nine Days	8.3
Ten Days or More	8.9

Table 17 — Employment Size 151 and Over

Selected Benefits Plan	Paid in Full by Company (%)	Paid in Full by Employee (%)	Cost Shared by Company & Employees (%)	Not Provided (%)	Types of Bonuses Provided By Stations	
					Yes	No
Hospitalization:						
Employee	63.6	0.0	36.4	0.0		
Dependent	27.3	2.3	70.4	0.0		
Surgical Benefits:						
Employee	59.1	0.0	40.9	0.0		
Dependent	27.3	2.3	70.4	0.0		
Major Medical:						
Employee	56.8	0.0	43.2	0.0		
Dependent	25.0	2.3	72.7	0.0		
Health Maintenance Organization:						
Employee	29.5	0.0	38.6	31.8		
Dependent	9.1	0.0	59.1	31.8		
Dental:						
Employee	43.2	0.0	25.0	31.8		
Dependent	18.2	9.1	36.4	36.4		
Vision:						
Employee	11.4	0.0	6.8	81.8		
Dependent	0.0	0.0	11.4	88.6		
Disability:						
Short-term	38.6	0.0	9.1	52.3		
Long-term	27.3	22.7	34.1	15.9		
Accidental Death & Dismemberment:						
Employee	65.9	9.1	13.6	11.4		
Dependent	4.5	9.1	13.6	72.7		
Group Life Insurance:						
Employee	75.0	4.5	20.5	0.0		
Dependent	9.1	15.9	20.5	54.5		
Hazard Duty Insurance	52.3	2.3	2.3	43.2		
Pension Plan	77.3	0.0	13.6	9.1		
Profit Sharing	18.2	2.3	0.0	79.5		
Thrift Plan	4.5	2.3	18.2	75.0		
Educational Career Program:						
Tuition Reimbursement	45.5	0.0	31.8	22.7		
Workshops, Clinics, etc.	77.3	0.0	6.8	15.9		
Legal Services	2.3	0.0	2.3	95.4		
					Paid Sick Days	
					% of Stations	
					Under Six Days	6.5
					Six Days	0.0
					Seven Days	0.0
					Eight Days	3.2
					Nine Days	0.0
					Ten to Fourteen Days	67.7
					Fifteen Days or More	22.6
					47.5% of Stations Allow Sick Leave to Accumulate.	
					The Median Limit is 77 Days.	
					Formal Policy	Yes No
						77.1% 22.9%
					Paid Vacation Leave	
					% of Stations	
					Under Six Days	0.0
					Six Days	13.9
					Seven Days	18.6
					Eight Days	39.5
					Nine Days	9.3
					Ten Days or More	18.6

34.1% of Stations Allow Vacation Days to Accumulate.

The Median Limit is 10 Days.

Table 18 — Employment Size 101 - 150

Selected Benefits Plan	Paid in Full by Company (%)	Paid in Full by Employee (%)	Cost Shared by Company & Employees (%)	Not Provided (%)	Types of Bonuses Provided By Stations	
					Yes	No
Hospitalization:					Christmas Bonus:	33.3% 66.7%
Employee	62.8	0.0	37.2	0.0	Cash Incentive Bonus:	53.5 46.5
Dependent	18.6	16.3	65.1	0.0	To: Support Staff	29.2 70.8
Surgical Benefits:					Department Heads	95.8 4.2
Employee	62.8	0.0	37.2	0.0	Severance Pay:	
Dependent	18.6	16.3	65.1	0.0	Formal Policy	65.1 34.9
Major Medical:						
Employee	62.8	0.0	37.2	0.0		
Dependent	18.6	16.3	65.1	0.0		
Health Maintenance Organization:						
Employee	9.3	0.0	14.0	76.7		
Dependent	2.3	4.7	16.3	76.7		
Dental:						
Employee	34.9	2.3	25.6	37.2		
Dependent	16.3	13.9	32.6	37.2		
Vision:						
Employee	0.0	0.0	2.3	97.7		
Dependent	0.0	0.0	2.3	97.7		
Disability:						
Short-term	44.2	0.0	9.3	46.5		
Long-term	44.2	9.3	34.9	11.6		
Accidental Death & Dismemberment:						
Employee	53.5	9.3	25.6	11.6		
Dependent	4.7	16.3	11.6	67.4		
Group Life Insurance:						
Employee	53.5	4.6	41.9	0.0		
Dependent	13.9	16.3	18.6	51.2		
Hazard Duty Insurance	20.9	0.0	0.0	79.1		
Pension Plan	65.1	0.0	4.6	30.2		
Profit Sharing	27.9	0.0	2.3	69.8		
Thrift Plan	4.6	4.7	7.0	83.7		
Educational Career Program:						
Tuition Reimbursement	34.9	2.3	30.2	32.6		
Workshops, Clinics, etc.	72.1	0.0	7.0	20.9		
Legal Services	0.0	0.0	0.0	100.0		

Paid Sick Days	% of Stations
Under Six Days	17.6
Six Days	11.8
Seven Days	11.8
Eight Days	2.9
Nine Days	0.0
Ten to Fourteen Days	47.1
Fifteen Days or More	8.8

38.1% of Stations Allow Sick Leave to Accumulate.

The Median Limit is 52 Days.

	Yes	No
Formal Policy	81.1%	18.9%

Paid Vacation Leave

Years of Service (% of response)											
Weeks	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
1	100.0										
2	76.2	23.8									
3	2.3		4.6	2.3	58.1	20.9	11.6				
4					2.7		13.5	5.4	48.6	5.4	24.3
5 & Over									16.7		83.3

Paid Holidays	% of Stations
Under Six Days	2.4
Six Days	16.7
Seven Days	33.3
Eight Days	23.8
Nine Days	19.0
Ten Days or More	4.8

4.6% of Stations Allow Vacation Days to Accumulate.

The Median Limit is 5 Days.

Table 19 — Employment Size 76 - 100

Selected Benefits Plan	Paid in Full by Company (%)	Paid in Full by Employee (%)	Cost Shared by Company & Employees (%)	Not Provided (%)
Hospitalization:				
Employee	50.8	0.0	49.2	0.0
Dependent	16.9	16.9	66.1	0.0
Surgical Benefits:				
Employee	50.8	0.0	49.2	0.0
Dependent	16.9	16.9	66.1	0.0
Major Medical:				
Employee	49.2	0.0	50.8	0.0
Dependent	15.3	16.9	67.8	0.0
Health Maintenance Organization:				
Employee	11.9	0.0	22.0	66.1
Dependent	6.8	5.1	22.0	66.1
Dental:				
Employee	20.3	3.4	33.9	42.4
Dependent	8.5	10.2	37.3	44.1
Vision:				
Employee	5.1	0.0	3.4	91.5
Dependent	0.0	1.7	6.8	91.5
Disability:				
Short-term	4.1	0.0	16.9	39.0
Long-term	45.8	8.5	22.0	23.7
Accidental Death & Dismemberment:				
Employee	55.9	6.8	22.0	15.3
Dependent	11.9	8.5	18.6	61.0
Group Life Insurance:				
Employee	64.4	3.4	32.2	0.0
Dependent	16.9	10.2	22.0	50.8
Hazard Duty Insurance	16.9	0.0	1.7	81.4
Pension Plan	66.1	5.1	3.4	25.4
Profit Sharing	33.9	0.0	5.1	61.0
Thrift Plan	0.0	1.7	13.6	84.7
Educational Career Program:				
Tuition Reimbursement	37.3	1.7	23.7	37.3
Workshops, Clinics, etc.	72.9	0.0	5.1	22.0
Legal Services	3.4	0.0	1.7	4.9

Types of Bonuses Provided By Stations

	Yes	No
Christmas Bonus:	29.3%	70.7%
Cash Incentive Bonus:	32.8	67.2
To: Support Staff	47.4	52.6
Department Heads	100.0	0.0
Severance Pay:		
Formal Policy	52.5	47.5

Paid Sick Days % of Stations

Under Six Days	17.5
Six Days	7.5
Seven Days	7.5
Eight Days	2.5
Nine Days	2.5
Ten to Fourteen Days	40.0
Fifteen Days or More	22.5

33.3% of Stations Allow Sick Leave to Accumulate.

The Median Limit is 60 Days.

	Yes	No
Formal Policy	74.5%	25.5%

Paid Vacation Leave

Years of Service (% of response)											
Weeks	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
1	100.0										
2	84.2	12.3			3.5						
3			5.4		44.6	25.0	19.6	5.4			
4		2.5					20.0	5.0	45.0	7.5	20.0
5 & Over				16.7					16.7		66.7

10.3% of Stations Allow Vacation Days to Accumulate.

The Median Limit is 20 Days.

Paid Holidays % of Stations

Under Six Days	1.7
Six Days	32.2
Seven Days	32.2
Eight Days	20.3
Nine Days	8.5
Ten Days or More	5.1

Table 20 — Employment Size 51 - 75

Selected Benefits Plan	Paid in Full by Company (%)	Paid in Full by Employee (%)	Cost Shared by Company & Employees (%)	Not Provided (%)	Types of Bonuses Provided By Stations	
					Yes	No
Hospitalization:						
Employee	70.1	0.0	29.9	0.0	Christmas Bonus:	38.5% 61.5%
Dependent	28.4	23.9	47.8	0.0	Cash Incentive Bonus:	34.8 65.2
Surgical Benefits:					To: Support Staff	17.4 82.6
Employee	67.2	0.0	32.8	0.0	Department Heads	95.7 4.3
Dependent	26.9	23.9	49.2	0.0	Severance Pay:	
Major Medical:					Formal Policy	46.3 53.7
Employee	68.7	0.0	31.3	0.0		
Dependent	28.4	23.9	47.8	0.0		
Health Maintenance Organization:						
Employee	6.0	0.0	6.0	88.0		
Dependent	4.5	0.0	7.5	88.0		
Dental:						
Employee	34.3	1.5	14.9	49.3	Paid Sick Days	% of Stations
Dependent	19.4	6.0	23.9	50.7	Under Six Days	17.0
Vision:					Six Days	9.4
Employee	9.0	0.0	3.0	88.0	Seven Days	3.8
Dependent	4.5	3.0	3.0	89.5	Eight Days	0.0
Disability:					Nine Days	0.0
Short-term	38.8	0.0	16.4	44.8	Ten to Fourteen Days	54.7
Long-term	32.8	10.4	29.9	26.9	Fifteen Days or More	15.1
Accidental Death & Dismemberment:						
Employee	62.7	7.5	20.9	8.9	52.5% of Stations Allow Sick Leave to Accumulate.	
Dependent	11.9	10.4	20.9	56.7	The Median Limit is 60 Days.	
Group Life Insurance:						
Employee	76.1	4.5	14.9	4.5		
Dependent	11.9	14.9	17.9	55.2		
Hazard Duty Insurance	10.4	0.0	1.5	88.1	Formal Policy	Yes No 85.7% 14.3%
Pension Plan	46.3	0.0	11.9	41.8		
Profit Sharing	35.8	0.0	3.0	61.2		
Thrift Plan	0.0	0.0	7.5	92.5		
Educational Career Program:						
Tuition Reimbursement	23.9	0.0	26.9	49.2		
Workshops, Clinics, etc.	58.2	1.5	1.5	38.8		
Legal Services	1.5	0.0	0.0	98.5		

Paid Vacation Leave												Paid Holidays		% of Stations
Years of Service (% of response)														
Weeks	1	2	3	4	5	6-9	10	11-14	15	16-19	20+			
1	100.0											Under Six Days		4.5
2	68.2	30.3			1.5							Six Days		34.3
3	1.6		4.7	3.1	53.1	12.5	21.9		3.1			Seven Days		32.8
4					2.4		9.5	9.5	57.1	9.5	11.9	Eight Days		11.9
5 & Over	10.0									10.0	80.0	Nine Days		6.0
												Ten Days or More		10.4

11.9% of Stations Allow Vacation Days to Accumulate.

The Median Limit is 10 Days.

Table 21 — Employment Size 1 - 50

Selected Benefits Plan	Paid in Full by Company (%)	Paid in Full by Employee (%)	Cost Shared by Company & Employees (%)	Not Provided (%)	Types of Bonuses Provided By Stations	
					Yes	No
Hospitalization:					Christmas Bonus:	40.8% 59.2%
Employee	59.7	1.3	37.7	1.3	Cash Incentive Bonus:	21.6 78.4
Dependent	20.8	28.6	46.8	3.9	To: Support Staff	66.7 33.3
Surgical Benefits:					Department Heads	80.0 20.0
Employee	58.4	1.3	36.4	3.9	Severance Pay:	
Dependent	20.8	27.3	44.2	7.8	Formal Policy	46.1 53.9
Major Medical:						
Employee	58.4	1.3	37.7	2.6		
Dependent	20.8	28.6	44.2	6.5		
Health Maintenance Organization:						
Employee	9.1	0.0	7.8	83.1		
Dependent	2.6	6.5	6.5	84.4		
Dental:						
Employee	14.3	3.9	7.8	74.0		
Dependent	6.5	6.5	11.7	75.3		
Vision:						
Employee	5.2	0.0	2.6	92.2		
Dependent	1.3	2.6	2.6	93.5		
Disability:						
Short-term	27.3	5.2	9.1	58.4		
Long-term	22.1	14.3	7.8	55.8		
Accidental Death & Dismemberment:						
Employee	46.8	2.6	20.8	29.9		
Dependent	11.7	11.7	14.3	62.3		
Group Life Insurance:						
Employee	62.3	6.5	23.4	7.8		
Dependent	14.3	14.3	13.0	58.4		
Hazard Duty Insurance	11.7	0.0	0.0	88.3		
Pension Plan	18.2	0.0	6.5	75.3		
Profit Sharing	27.3	0.0	3.9	68.8		
Thrift Plan	2.6	3.9	2.6	90.9		
Educational Career Program:						
Tuition Reimbursement	16.9	0.0	15.6	67.5		
Workshops, Clinics, etc.	41.6	1.3	9.1	48.1		
Legal Services	2.6	0.0	0.0	97.4		

Paid Vacation Leave		Paid Sick Days	
Years of Service (% of response)		% of Stations	
Weeks			
	1 2 3 4 5 6-9 10 11-14 15 16-19 20+	Under Six Days	27.3
1	95.0 5.0	Six Days	13.6
2	72.6 26.0 1.4	Seven Days	1.5
3	1.5 3.0 1.5 43.3 23.9 22.4 1.5 1.5	Eight Days	0.0
4	2.7 5.4 24.3 10.8 21.6 2.7 32.4	Nine Days	0.0
5 & Over	16.7 16.7 66.7	Ten to Fourteen Days	46.9
		Fifteen Days or More	10.6

Paid Vacation Leave		Paid Sick Days	
Years of Service (% of response)		% of Stations	
Weeks			
	1 2 3 4 5 6-9 10 11-14 15 16-19 20+	Under Six Days	27.3
1	95.0	Six Days	13.6
2	72.6 26.0 1.4	Seven Days	1.5
3	1.5 3.0 1.5 43.3 23.9 22.4 1.5 1.5	Eight Days	0.0
4	2.7 5.4 24.3 10.8 21.6 2.7 32.4	Nine Days	0.0
5 & Over	16.7 16.7 66.7	Ten to Fourteen Days	46.9
		Fifteen Days or More	10.6

Paid Vacation Leave		Paid Sick Days	
Years of Service (% of response)		% of Stations	
Weeks			
	1 2 3 4 5 6-9 10 11-14 15 16-19 20+	Under Six Days	27.3
1	95.0	Six Days	13.6
2	72.6 26.0 1.4	Seven Days	1.5
3	1.5 3.0 1.5 43.3 23.9 22.4 1.5 1.5	Eight Days	0.0
4	2.7 5.4 24.3 10.8 21.6 2.7 32.4	Nine Days	0.0
5 & Over	16.7 16.7 66.7	Ten to Fourteen Days	46.9
		Fifteen Days or More	10.6

Paid Vacation Leave		Paid Sick Days	
Years of Service (% of response)		% of Stations	
Weeks			
	1 2 3 4 5 6-9 10 11-14 15 16-19 20+	Under Six Days	27.3
1	95.0	Six Days	13.6
2	72.6 26.0 1.4	Seven Days	1.5
3	1.5 3.0 1.5 43.3 23.9 22.4 1.5 1.5	Eight Days	0.0
4	2.7 5.4 24.3 10.8 21.6 2.7 32.4	Nine Days	0.0
5 & Over	16.7 16.7 66.7	Ten to Fourteen Days	46.9
		Fifteen Days or More	10.6

Paid Vacation Leave		Paid Sick Days	
Years of Service (% of response)		% of Stations	
Weeks			
	1 2 3 4 5 6-9 10 11-14 15 16-19 20+	Under Six Days	27.3
1	95.0	Six Days	13.6
2	72.6 26.0 1.4	Seven Days	1.5
3	1.5 3.0 1.5 43.3 23.9 22.4 1.5 1.5	Eight Days	0.0
4	2.7 5.4 24.3 10.8 21.6 2.7 32.4	Nine Days	0.0
5 & Over	16.7 16.7 66.7	Ten to Fourteen Days	46.9
		Fifteen Days or More	10.6

Paid Vacation Leave		Paid Sick Days	
Years of Service (% of response)		% of Stations	
Weeks			
	1 2 3 4 5 6-9 10 11-14 15 16-19 20+	Under Six Days	27.3
1	95.0	Six Days	13.6
2	72.6 26.0 1.4	Seven Days	1.5
3	1.5 3.0 1.5 43.3 23.9 22.4 1.5 1.5	Eight Days	0.0
4	2.7 5.4 24.3 10.8 21.6 2.7 32.4	Nine Days	0.0
5 & Over	16.7 16.7 66.7	Ten to Fourteen Days	46.9
		Fifteen Days or More	10.6

Paid Vacation Leave		Paid Sick Days	
Years of Service (% of response)		% of Stations	
Weeks			
	1 2 3 4 5 6-9 10 11-14 15 16-19 20+	Under Six Days	27.3
1	95.0	Six Days	13.6
2	72.6 26.0 1.4	Seven Days	1.5
3	1.5 3.0 1.5 43.3 23.9 22.4 1.5 1.5	Eight Days	0.0
4	2.7 5.4 24.3 10.8 21.6 2.7 32.4	Nine Days	0.0
5 & Over	16.7 16.7 66.7	Ten to Fourteen Days	46.9
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9.5% of Stations Allow Vacation Days to Accumulate.

The Median Limit is 20 Days.